Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act: Department of Homeland Security

1st Quarter 2016 for period ending December 31, 2015

	Comparative Data											
Complaint Activity	Pr	evious	nta	2016Thru12-31								
	2011	2012	2013	2014	2015	20101 III u 12-31						
Number of Complaints Filed	1297	1211	1212	1223	1270	315						
Number of Complainants	294	245	229	207	226	313						
Repeat Filers	28	14	16	10	9	2						

Complaints by Pagis			Com	parativ	ve Data	l
Complaints by Basis	Pr	evious	ata			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru12- 31
Race	460	413	454	382	444	102
Color	137	147	156	137	177	34
Religion	63	53	58	64	65	8
Reprisal	603	562	584	580	597	138
Sex	474	451	457	437	459	104
PDA	2	7	8	7	23	5

National Origin	222	223	193	191	193	51
Equal Pay Act	4	2	3	12	8	0
Age	430	401	424	381	410	97
Disability	328	288	274	311	328	72
Genetics	4	2	6	6	5	2
Non-EEO	85	72	80	89	83	16
			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru12- 31
Appointment/Hire	80	67	68	60	84	19
Assignment of Duties	103	104	99	117	143	31
Awards	25	20	21	15	20	3
Conversion to Full-time	2	1	1	2	0	2
Disciplinary Action						
Demotion	12	18	8	9	6	0
Reprimand	88	73	77	57	64	9
Suspension	74	65	63	64	74	18
Removal	31	34	24	41	55	7
Other	49	22	28	61	60	14
Duty Hours	34	17	21	20	29	5
Evaluation Appraisal	98	94	81	81	140	14
Examination/Test	6	4	10	9	6	4
Harassment						
Non-Sexual	476	474	498	512	504	120

Sexual		41	36	4	16	39	34	9
Medical Examination		8	12	1	8	13	22	4
Pay (Including Overtime)		39	26	3	34	47	53	6
Promotion/Non-Selection		247	262	2	72	171	229	84
Reassignment								
Denied		30	25	3	80	23	29	7
Directed		55	40	3	34	47	34	10
Reasonable Accommodation	on	64	65	5	59	69	84	22
Reinstatement		7	11		3	3	6	2
Retirement		8	9	3	3	3	6	3
Termination		163	86	10	03	93	88	24
Terms/Conditions of Empl	oyment	220	120	10	06	113	105	34
Time and Attendance		52	56	4	6	51	72	16
Training		33	36	3	81	24	28	10
Other		63	18	2	23	33	33	10
			Co	mp	ara	tive l	Data	
Processing Time		Previou	s Fisca	l Y	ear	Data		2016Thru12-
	2011	2012	201	3	20	14	2015	31
Complaints pending during	g fiscal ye	ear						
Average number of days in investigation	237.91	233.03	238.	73	260).46	259.40	269.78
Average number of days in final action	152.34	87.66	104.	78	71	.24	77.00	97.03
Complaint pending during	fiscal year	ar where	hearin	ıg w	as r	eque	sted	
Average number of days in investigation	231.61	230.83	232.9	92	253	3.93	258.88	248.45
Average number of days in final action	71.68	54.38	54.4	4	39	.67	46.53	65.68

Complaint pending	durir	g fis	cal ye	ar wh	ere I	heari	ng w	as	not r	eque	ested			
Average number days in investigation		25	53.09	237	.04	248.	.93	27	73.58	26	0.35	2	81.55	
Average number days in final act		23	33.00	137	.21	166.	5.77 116.94 115.11					156.60		
							C	om	ıpara	tive	Data			
Complaints Dis Agency		ed by	y	P	revi	ous I	Fisca	al Y	Year :	Data	a	2016	Thru12-	
	,			2011	1 2	012	201	3	2014	1 2	015		31	
Total Complaints Di Agency	ismis	ssed b	у	138]	155	12	4	123		90		18	
Average days pendidismissal	ng pi	ior to)	169		130	10	6	142	. 1	158		301	
	Co	mpla	ints '	Witho	drav	vn by	Co	mp	olaina	nts				
Total Complaints W Complainants	ithd	awn	by	110		139	10	2	104	.]]	120		21	
						Com	para	ati	ve Da	ıta				
Total Final Agency Actions			Pr	eviou	s Fi	scal \	Year	r D	ata			2016	Thru12-	
Finding Discrimination	20)11	20	12	2	013		20	14	20	015		31	
Discrimitation	#	%	#	%	#	%	#		%	#	%	#	%	
Total Number Findings	8		15		19		13	3		14		7		
Without Hearing	0	0	0	0	0	0	0		0	0	0	0	0	
With Hearing	8	100	15	100	19	100	13	3	100	14	100	7	100	
Findings of			<u> </u>			Co	mp	ara	ative :	Data	a			
Discrimination Rendered by Bas				Previ	ous	Fisca	al Y	ear	· Data	a		2016	Thru12-	
Note: Complaints co	an	20	11	2012	2,	2013	3	20	14	20	015		31	

be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	9		8		19		24		14		7	
Race	2	22	0	0	4	21	5	21	5	36	2	29
Color	2	22	1	13	1	5	1	4	1	7	0	0
Religion	1	11	0	0	0	0	0	0	0	0	0	0
Reprisal	4	44	4	50	10	53	11	46	5	36	5	71
Sex	1	11	3	38	7	37	11	46	4	29	6	86
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	11	1	13	2	11	4	17	1	7	4	57
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	11	2	25	1	5	5	21	8	57	2	29
Disability	3	33	1	13	6	32	8	33	3	21	2	29
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	13	0	0	1	4	1	7	0	0
Findings After Hearing	6		7		5		7		11		5	
Race	2	33	0	0	1	20	1	14	4	36	2	40
Color	2	33	0	0	0	0	0	0	0	0	0	0
Religion	1	17	0	0	0	0	0	0	0	0	0	0
Reprisal	2	33	4	57	4	80	3	43	5	45	5	100
Sex	1	17	3	43	2	40	1	14	4	36	4	80
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	17	0	0	1	20	1	14	0	0	3	60

Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	17	2	29	1	20	1	14	5	45	2	40
Disability	2	33	1	14	1	20	4	57	2	18	2	40
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	14	0	0	0	0	1	9	0	0
Findings Without Hearing	3		1		14		17		3		2	
Race	0	0	0	0	3	21	4	24	1	33	0	0
Color	0	0	1	100	1	7	1	6	1	33	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	0	0	6	43	8	47	0	0	0	0
Sex	0	0	0	0	5	36	10	59	0	0	2	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	1	7	3	18	1	33	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	4	24	3	100	0	0
Disability	1	33	0	0	5	36	4	24	1	33	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	6	0	0	0	0
						Com	para	ative	Data	ì		
Findings of	Previous Fiscal Year Data 2016Thru12-											
Discrimination Rendered by Issue	2	011		2012	20	013	20	014	20)15		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	9		8		19		24		14		7	
Appointment/Hire	1	11	0	0	1	5	2	8	0	0	0	0
<u> </u>			-					-	-			

	Т											
Assignment of Duties	0	0	1	13	1	5	2	8	2	14	1	14
Awards	0	0	0	0	0	0	0	0	0	0	1	14
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	1	11	0	0	2	11	0	0	1	7	0	0
Suspension	0	0	0	0	1	5	2	8	1	7	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	4	0	0	1	14
Duty Hours	1	11	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	1	13	1	5	1	4	1	7	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment									-			
Non-Sexual	1	11	2	25	9	47	11	46	7	50	3	43
Sexual	0	0	0	0	1	5	3	13	1	7	1	14
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	13	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	3	38	1	5	5	21	4	29	3	43
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	2	11	3	13	1	7	0	0
Reasonable Accommodation	2	22	1	13	2	11	1	4	1	7	1	14
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
	1	1	1		1	1		1				

Termination	2	22	1	13	1	5	3	13	2	14	0	0
Terms/Conditions of Employment	2	22	0	0	3	16	2	8	3	21	0	0
Time and Attendance	0	0	0	0	1	5	1	4	1	7	0	0
Training	0	0	0	0	0	0	0	0	2	14	0	0
Other - User Defined	0	0	1	13	1	5	1	4	0	0	0	0
Findings After Hearing	6		7		5		7		11		5	
Appointment/Hire	0	0	0	0	0	0	1	14	0	0	0	0
Assignment of Duties	0	0	1	14	0	0	1	14	2	18	1	20
Awards	0	0	0	0	0	0	0	0	0	0	1	20
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	1	20	0	0	1	9	0	0
Suspension	0	0	0	0	1	20	1	14	1	9	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	14	0	0	1	20
Duty Hours	1	17	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	1	14	0	0	0	0	1	9	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		1					ı	1	ı			
Non-Sexual	1	17	1	14	1	20	3	43	6	55	2	40
Sexual	0	0	0	0	1	20	1	14	1	9	1	20
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	14	0	0	0	0	0	0	0	0

Promotion/Non- Selection	0	0	3	43	0	0	1	14	2	18	2	40
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	2	40	0	0	1	9	0	0
Reasonable Accommodation	2	33	1	14	1	20	0	0	1	9	1	20
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	17	1	14	0	0	1	14	2	18	0	0
Terms/Conditions of Employment	2	33	0	0	1	20	0	0	3	27	0	0
Time and Attendance	0	0	0	0	0	0	1	14	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	14	0	0	0	0	0	0	0	0
Findings Without Hearing	3		1		14		17		3		2	
Appointment/Hire	1	33	0	0	1	7	1	6	0	0	0	0
Assignment of Duties	0	0	0	0	1	7	1	6	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action				-			-		-			
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	1	33	0	0	1	7	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	6	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	7	1	6	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	8	57	8	47	1	33	1	50
Sexual	0	0	0	0	0	0	2	12	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	1	7	4	24	2	67	1	50
Reassignment												•
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	3	18	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	7	1	6	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	33	0	0	1	7	2	12	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	2	14	2	12	0	0	0	0
Time and Attendance	0	0	0	0	1	7	0	0	1	33	0	0
Training	0	0	0	0	0	0	0	0	2	67	0	0
Other - User Defined	0	0	0	0	1	7	1	6	0	0	0	0
		-			<u> </u>	(Com	parat	tive	Data		
_ <u>_</u>	Pending Complaints Filed in Previous Fiscal Years by Status					Fis	cal Y	Zear 1	Data	ì	20167	
21011040 1 10041 1 0410	sear rears by status				2012	2 20	13	2014	1 2	015		31
Total complaints from previous				728	934	9	36	1119	1	406	2	326

Fiscal Years						
Total Complainants	676	853	879	1050	1315	2141
Number complaints pending						
Investigation	48	90	115	103	198	765
ROI issued, pending Complainant's action	6	6	12	8	9	64
Hearing	548	666	707	912	1058	1282
Final Agency Action	109	154	103	98	141	162
Appeal with EEOC Office of Federal Operations	248	291	371	405	369	366
			Com	parativ	ve Data	ı
Complaint Investigations	Pro	evious]	Fiscal Y	Year D	ata	2016Thru12-
	2011	2012	2013	2014	2015	31
Pending Complaints Where Investigations Exceed Required Time Frames	188	189	209	161	286	362