Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act: Department of Homeland Security

2nd Quarter 2016 for period ending March 31, 2016

		Comparative Data												
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2016Thru03-31								
	2011	2012	2013	2014	2015	201011111U05-51								
Number of Complaints Filed	1297	1212	1213	1223	1273	605								
Number of Complainants	1228	1169	1159	1187	1228	595								
Repeat Filers	60	38	50	30	40	9								

Complaints by Pagis			Com	parativ	ve Data	ı
Complaints by Basis	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	2016Thru03- 31
Race	460	413	454	382	448	212
Color	137	147	156	137	177	84
Religion	63	53	58	64	65	27
Reprisal	603	562	585	580	602	287
Sex	474	451	457	437	460	214
PDA	2	7	8	7	23	7

National Origin 222 223 193 191 193 Equal Pay Act 4 2 3 12 8 Age 430 402 424 381 412	97
Age 430 402 424 381 412	3
	181
Disability 328 288 275 311 329	151
Genetics 4 2 6 6 5	4
Non-EEO 85 72 80 89 83	32
Comparative Data	
Complaints by Issue Previous Fiscal Year Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. 2011 2012 2013 2014 2015	2016Thru03- 31
Appointment/Hire 80 67 68 60 84	29
Assignment of Duties 103 104 99 117 143	62
Awards 25 20 21 15 20	13
Conversion to Full Time/Perm 2 1 1 2 0	2
Disciplinary Action	
Demotion 12 18 8 9 6	2
Reprimand 88 73 77 57 64	16
Suspension 74 66 64 64 76	40
Removal 31 34 24 41 54	23
Other 49 22 28 61 60	28
Duty Hours 34 17 21 20 29	15
Perf. Eval./ Appraisal 98 94 82 81 141	54
Examination/Test 6 4 10 9 6	5
Harassment	
Non-Sexual 476 474 499 512 508	226

Sexual	41	36	46	39	34	13
Medical Examination	8	12	8	13	22	8
Pay including overtime	39	26	34	47	53	15
Promotion/Non-Selection	247	262	273	171	232	136
Reassignment						
Denied	30	25	30	23	30	13
Directed	55	40	34	47	34	19
Reasonable Accommodation Disability	64	65	59	69	84	39
Reinstatement	7	11	3	3	6	2
Religious Accommodation	0	0	0	0	0	3
Retirement	8	9	3	3	6	3
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	0	0	0	0	7
Termination	163	86	103	93	88	38
Terms/Conditions of Employment	220	120	106	113	107	52
Time and Attendance	52	56	46	51	73	36
Training	33	36	31	24	29	15
Other						
Workforce transformation	58	17	3	1	0	0
User Defined - Other 2	5	3	19	30	36	20
User Defined - Other 3	1	1	2	5	5	2
User Defined - Other 4	4	0	0	0	2	0

	Comparative Data											
Processing Time		Previo	us	Fisc	al Y	eai	r Data		2016Thru03-			
	2011	2012	2	20	13	2	2014	2015	31			
Complaints pending during	g fiscal y	ear										
Average number of days in investigation	240.04	232.8	4	238	.11	26	51.92	258.90	291.14			
Average number of days in final action	152.15	86.93	3	104	.49	7	2.59	77.87	89.52			
Complaint pending during	fiscal ye	ar whe	re l	neari	ng v	vas	reque	sted	1			
Average number of days in investigation	231.61	230.8	3	233	.37	25	54.01	259.84	276.87			
Average number of days in final action	70.68	53.46	5	53.	44	3	8.68	45.53	58.52			
Complaint pending during	fiscal ye	ar whe	re l	neari	ng v	vas	not re	quested				
Average number of days in investigation	253.09	237.0	4	248	.93	27	73.58	258.18	304.39			
Average number of days in final action	231.88	137.2	1	167.01		119.05		115.11	135.92			
					C	om	parat	ive Data				
Complaints Dismissed Agency	d by	Pre	evi	ous l	Fisca	al Y	Year D	ata	2016Thru03-			
		2011	20	012	201	13	2014	2015	31			
Total Complaints Dismisse Agency	ed by	138	1	.55	12	24 123		24 123		90	33	
Average days pending prid dismissal	or to	169	1	30	10	6	142	158	230			
Con	plaints V	Withdr	aw	n by	y Co	mp	olainai	nts				
Total Complaints Withdra Complainants	wn by	111	1	39			105	122	50			

					(Com	para	tive	Data	l.		
Total Final Agency			Pr	eviou	ıs Fis	cal Y	Year	Data	ì		20167	Thru03-
Actions Finding Discrimination	2	011	,	2012	2	013	2	014	20	015	(31
	#	%	#	<i>‡</i> %	#	%	#	%	#	%	#	%
Total Number Findings	15		2	4	42		33		23		15	
Without Hearing	7	47	9	38	23	55	20	61	9	39	7	47
With Hearing	8	53	1.	5 63	19	45	13	39	14	61	8	53
Findings of		Comparative Data										
Discrimination Rendered by Basis			Pı	reviou	ıs Fi	scal `	Year	Data	a		20167	Thru03-
Note: Complaints can	20)11	2	012	20	13	20	14	20)15		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		13	
Race	2	22	0	0	4	21	5	21	5	36	3	23
Color	2	22	1	13	1	5	1	4	1	7	1	8
Religion	1	11	0	0	0	0	0	0	0	0	0	0
Reprisal	4	44	4	50	10	53	11	46	5	36	8	62
Sex	1	11	3	38	7	37	11	46	4	29	10	77
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	31
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	15
Disability	3	33	1	13	6	32	8	33	3	21	4	31
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	2	15

Findings After Hearing	6		7		5		7		11		6	
Race	2	33	0	0	1	20	1	14	4	36	2	33
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	6	100
Sex	1	17	3	43	2	40	1	14	4	36	5	83
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	50
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	33
Disability	2	33	1	14	1	20	4	57	2	18	2	33
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	1	17
Findings Without Hearing	3		1		14		17		3		7	
Race	0	0	0	0	3	21	4	24	1	33	1	14
Color	0	0	1	100	1	7	1	6	1	33	1	14
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	0	0	6	43	8	47	0	0	2	29
Sex	0	0	0	0	5	36	10	59	0	0	5	71
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	14
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	2	29
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	1	14
						Com	para	tive	Data	ì		
Findings of Discrimination			Pı	eviou	ıs Fis	scal Y	Year	Data	a			'hru03-
Rendered by Issue	2	011	2	2012	20)13	20	014	20)15	3	31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	9		8		19		24		14		13	
Appointment/Hire	1	11	0	0	1	5	2	8	0	0	0	0
Assignment of Duties	0	0	1	13	1	5	2	8	2	14	2	15
Awards	0	0	0	0	0	0	0	0	0	0	1	8
Conversion to Full Time/Perm Status	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	1	8
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	8
Duty Hours	1	11	0	0	0	0	0	0	0	0	1	8
Perf. Eval./ 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							4	-1				
Non-Sexual	1	11	2	25	9	47	11	46	7	50	6	46
Sexual	0	0	0	0	1	5	3	13	1	7	4	31
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	4	31
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 Disability	2	22	1	13	2	11	1	4	1	7	2	15
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
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	1	8
Time and Attendance	0	0	0	0	1	5	1	4	1	7	1	8
Training	0	0	0	0	0	0	0	0	2	14	0	0
Other - User Define												
Workforce transformation	0	0	1	13	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	1	5	1	4	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	6		7		5		7		11		6	
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	17
Awards	0	0	0	0	0	0	0	0	0	0	1	17
Conversion to Full Time/Perm Status	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	1	17
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	17
Duty Hours	1	17	0	0	0	0	0	0	0	0	1	17
Perf. Eval./ 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												
Non-Sexual	1	17	1	14	1	20	3	43	6	55	3	50
Sexual	0	0	0	0	1	20	1	14	1	9	2	33
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	3	50
Reassignment								1			ı	
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 Disability	2	33	1	14	1	20	0	0	1	9	1	17

Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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	1	17
Time and Attendance	0	0	0	0	0	0	1	14	0	0	1	17
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Workforce transformation	0	0	1	14	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		1		14		17		3		7	
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	1	14
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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
Perf. Eval./ 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	3	43
Sexual	0	0	0	0	0	0	2	12	0	0	2	29
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	14
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 Disability	0	0	0	0	1	7	1	6	0	0	1	14
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define											1	
Workforce transformation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	1	7	1	6	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other	0	0	0	0	0	0	0	0	0	0	0	0
4			<u> </u>									
Pending Complaints Fi				Pre	vious			para Zear				
				1	evious	Fise	cal Y	ear l	Data	ı	2016T	
Pending Complaints Fi				Pre	evious 2012	Fise			Data		2016T	
Pending Complaints Fi	y St	atus	2	1		Fiso	cal Y	ear l	Data	ı	2016T	1
Pending Complaints Fi Previous Fiscal Years by Total complaints from pre	y St	atus	2	2011	2012	Fise 20	cal Y	Zear 1	Data 1 2	015	2016T	1 61
Pending Complaints Fi Previous Fiscal Years by Total complaints from pre Fiscal Years	viou	atus us	2	728	935	Fise 20	cal Y	Zear 1 2014	Data 1 2	015 388	2016T 3	1 61
Pending Complaints Five Previous Fiscal Years by Total complaints from prefiscal Years Total Complainants	viou	atus us	2	728	935	Fiso 9 8	cal Y	Zear 1 2014	Data 1 2 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	015 388	2016T 3	1 61 95
Pending Complaints Five Previous Fiscal Years by Total complaints from pre Fiscal Years Total Complainants Number complaints pend	viou	atus us	2	728 676	935 854	9 8 1	cal Y 013 36 79	Zear 1 2014 1116	Data 1 2 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	015 388 299	2016T 3 21	61 95
Pending Complaints Five Previous Fiscal Years by Total complaints from prefiscal Years Total Complainants Number complaints pending ROI issued, pending	viou	atus us	2	728 676	935 854 90	Fise 9 8 8	cal Y 013 36 79	7ear 1 2014 1116 1047	Data 1 2 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	015 388 299	2016T) 3 21 19	61 95
Pending Complaints Five Previous Fiscal Years by Total complaints from prefiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action	viou	atus us		728 676 48	935 854 90 6	Fise 9. 8 8	2 (13) (13) (13) (13) (13) (13) (13) (13)	7ear 2 2014 1116 1047	Data 1 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	92 9	2016T) 3 21 19	1 61 95 74 7

	Comparative Data						
Complaint Investigations	Pro	evious	2016Thru03-				
	2011	2012	2013	2014	2015	31	
Pending Complaints Where Investigations Exceed Required Time Frames	188	190	208	160	275	288	