

**Equal Employment Opportunity Data  
Posted  
Pursuant to the No Fear Act:  
Department of Homeland Security  
2nd Quarter 2016 for period ending  
March 31, 2016**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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	97
Equal Pay Act	4	2	3	12	8	3
Age	430	402	424	381	412	181
Disability	328	288	275	311	329	151
Genetics	4	2	6	6	5	4
Non-EEO	85	72	80	89	83	32
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
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 Status	2	1	1	2	0	2
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						
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
<b>Other</b>						
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	240.04	232.84	238.11	261.92	258.90	291.14
Average number of days in final action	152.15	86.93	104.49	72.59	77.87	89.52
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	231.61	230.83	233.37	254.01	259.84	276.87
Average number of days in final action	70.68	53.46	53.44	38.68	45.53	58.52
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	253.09	237.04	248.93	273.58	258.18	304.39
Average number of days in final action	231.88	137.21	167.01	119.05	115.11	135.92
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	138	155	124	123	90	33
Average days pending prior to dismissal	169	130	106	142	158	230
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	111	139	102	105	122	50

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
	<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	15		24		42		33		23		15	
Without Hearing	7	47	9	38	23	55	20	61	9	39	7	47
With Hearing	8	53	15	63	19	45	13	39	14	61	8	53
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
	<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Total Number Findings</b>	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

<b>Findings After Hearing</b>	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
<b>Findings Without Hearing</b>	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







<b>Findings After Hearing</b>	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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
<b>Reassignment</b>												
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



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												
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 4	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>						
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	728	935	936	1116	1388	2161						
Total Complainants	676	854	879	1047	1299	1995						
<b>Number complaints pending</b>												
Investigation	48	90	113	101	192	474						
ROI issued, pending Complainant's action	6	6	12	8	9	67						
Hearing	1	1	1	0	0	0						
Final Agency Action	109	155	105	99	143	206						
Appeal with EEOC Office of Federal Operations	248	290	371	405	369	357						

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	188	190	208	160	275	288