Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act: Department of Homeland Security

For 3rd Quarter 2016 for period ending June 30, 2016

					Con	ıpa	rative	Data	a	
Complaint Activity		Previ	ous l	Fisc	al Y	'eai	r Data	l		01 <i>6</i> Than 06 2 0
	201	.1 20	12	20	13	20	14 2	015		016Thru06-30
Number of Complaints Filed	129	07 12	12	12	13	12	23 1	275		987
Number of Complainants	122	28 11	69	11:	59	11	87 1	228		963
Repeat Filers	60) 3	8	50	0	3	0	42		22
					С	om	parati	ive D	ata	
Complaints by Basis		Pr	revio	ous l	Fisc	al Y	Year I	Data		
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal tota complaints filed.		2011	20	12	201	13	2014	201	15	2016Thru06- 30
Race		460	4	13	45	4	382	44	9	324
Color		137	14	17	15	6	137	17	7	119
Religion		63	5	3	58	8	64	65	5	49
Reprisal		603	50	52	58	5	580	60	4	497
Sex		474	4	51	45	7	437	46	3	325
PDA		2		7	8		7	23	3	17

National Origin	222	223	193	191	193	157
Equal Pay Act	4	2	3	12	8	3
Age	430	402	424	381	413	286
Disability	328	288	275	311	330	246
Genetics	4	2	6	6	5	4
Non-EEO	85	72	80	89	84	53

			Com	parativ	ve Data	l
Complaints by Issue	Pro	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	2016Thru06- 30
Appointment/Hire	80	67	68	60	85	60
Assignment of Duties	103	104	99	117	144	95
Awards	25	20	21	15	20	15
Conversion to Full Time/Perm Status	2	1	1	2	0	3
Disciplinary Action						
Demotion	12	18	8	9	7	7
Reprimand	88	73	77	57	66	29
Suspension	74	66	64	64	76	57
Removal	31	34	24	41	54	45
Other	49	22	28	61	61	55
Duty Hours	34	17	21	20	29	34
Perf. Eval./ Appraisal	98	94	82	81	141	85
Examination/Test	6	4	10	9	6	9
Harassment						
Non-Sexual	476	474	499	512	511	410

Sexual	41	36	46	39	34	27
Medical Examination	8	12	8	13	22	19
Pay including overtime	39	26	34	47	53	27
Promotion/Non-Selection	247	262	273	171	232	214
Reassignment						
Denied	30	25	30	23	30	23
Directed	55	40	34	47	35	28
Reasonable Accommodation Disability	64	65	59	69	85	61
Reinstatement	7	11	3	3	6	3
Religious Accommodation	0	0	0	0	0	7
Retirement	8	9	3	3	6	4
Sex-Stereotyping	0	0	0	0	0	2
Telework	0	0	0	0	0	12
Termination	163	86	103	93	89	58
Terms/Conditions of Employment	220	120	106	113	108	71
Time and Attendance	52	56	46	51	73	63
Training	33	36	31	24	29	31
Other						
Workforce transformation	58	17	3	1	0	0
User Defined - Other 2	5	3	19	30	36	30
User Defined - Other 3	1	1	2	5	5	3
User Defined - Other 4	4	0	0	0	2	0

				С	omp	ar	ative I	Data	
Processing Time		Previo	us	Fisc	al Y	ear	r Data		2016Thru06-
	2011	2012	2	20	13	2	014	2015	30
Complaints pending during	g fiscal y	ear							
Average number of days in investigation	240.04	232.84	4	238	.11	26	51.92	258.90	293.31
Average number of days in final action	152.15	86.93	3	104	.49	7	2.59	77.87	106.49
Complaint pending during	fiscal ye	ar when	re ł	neari	ng w	vas	reques	sted	1
Average number of days in investigation	231.61	230.8	3	233	.37	25	54.93	260.21	283.64
Average number of days in final action	70.68	53.46	5	53.	44	3	8.68	45.53	61.65
Complaint pending during	fiscal ye	ar when	re l	neari	ng v	vas	not re	quested	
Average number of days in investigation	253.09	237.04	4	248	.93	27	73.58	257.49	292.46
Average number of days in final action	231.88	137.2	1	167	.01	11	9.05	115.11	166.44
					С	om	parat	ive Data	l
Complaints Dismissee Agency	d by	Pre	evi	ous]	Fisca	al Y	Year D	Data	2016Thru06-
8 V		2011	20	012	201	13	2014	2015	30
Total Complaints Dismiss Agency	ed by	138	1	55	12	4	123	90	49
Average days pending prid dismissal	or to	169	1	30	10	6	142	158	191.76
Com	plaints V	Withdr	aw	vn by	y Co	mp	olainaı	nts	
Total Complaints Withdra Complainants	wn by	112	1	.39	10	2	106	122	82

						Com	para	tive	Data			
Total Final Agency			Pr	eviou	ıs Fis	scal Y	Year	Data	ı		2016T	hru06-
Actions Finding Discrimination	2	011	,	2012	2	013	2	014	20)15	3	0
	#	%	#	ŧ %	#	%	#	%	#	%	#	%
Total Number Findings	13		1	6	28		27		20		16	
Without Hearing	7	54	9	56	5 23	82	20	74	9	45	9	56
With Hearing	6	46	7	/ 44	. 5	18	7	26	11	55	7	44
Findings of						Com	para	tive	Data			-
Discrimination Rendered by Basis			Pı	reviou	ıs Fi	scal `	Year	Data	a		2016T	hru06-
Note: Complaints can	20)11	2	012	20	13	20	14	20)15		0
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		16	
Race	2	22	0	0	4	21	5	21	5	36	3	19
Color	2	22	1	13	1	5	1	4	1	7	1	6
Religion	1	11	0	0	0	0	0	0	0	0	1	6
Reprisal	4	44	4	50	10	53	11	46	5	36	8	50
Sex	1	11	3	38	7	37	11	46	4	29	12	75
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	25
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	13
Disability	3	33	1	13	6	32	8	33	3	21	4	25
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	13

					-				-			
Findings After Hearing	6		7		5		7		11		7	
Race	2	33	0	0	1	20	1	14	4	36	2	29
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	86
Sex	1	17	3	43	2	40	1	14	4	36	6	86
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	43
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	29
Disability	2	33	1	14	1	20	4	57	2	18	2	29
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	14
					1				1			
Findings Without Hearing	3		1		14		17		3		9	
Race	0	0	0	0	3	21	4	24	1	33	1	11
Color	0	0	1	100	1	7	1	6	1	33	1	11
Religion	0	0	0	0	0	0	0	0	0	0	1	11
Reprisal	2	67	0	0	6	43	8	47	0	0	2	22
Sex	0	0	0	0	5	36	10	59	0	0	6	67
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	11
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	22
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	11
						Com	para	tive	Data	1		
Findings of			Pı	reviou	s Fis	cal Y	Year	Data	a		2016T	hru06
Discrimination Rendered by Issue	2	011	2	2012	20)13	20)14	20)15	3	0
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	9		8		19		24		14		16	1
Appointment/Hire	1	11	0	0	1	5	2	8	0	0	1	6
Assignment of Duties	0	0	1	13	1	5	2	8	2	14	2	13
Awards	0	0	0	0	0	0	0	0	0	0	1	6
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	6
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	6
Duty Hours	1	11	0	0	0	0	0	0	0	0	1	6
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						-	-		-	-	-	
Non-Sexual	1	11	2	25	9	47	11	46	7	50	8	50
Sexual	0	0	0	0	1	5	3	13	1	7	4	25
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	25
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	1	6
Reasonable Accommodation Disability	2	22	1	13	2	11	1	4	1	7	2	13
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	6
Time and Attendance	0	0	0	0	1	5	1	4	1	7	1	6
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		7	
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	14
Awards	0	0	0	0	0	0	0	0	0	0	1	14
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	14
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	14
Duty Hours	1	17	0	0	0	0	0	0	0	0	1	14
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	4	57
Sexual	0	0	0	0	1	20	1	14	1	9	2	29
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	43
Reassignment		1	1	1	1	1	1	1	1	1		1
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	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	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	14
Time and Attendance	0	0	0	0	0	0	1	14	0	0	1	14
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		9	
Appointment/Hire	1	33	0	0	1	7	1	6	0	0	1	11
Assignment of Duties	0	0	0	0	1	7	1	6	0	0	1	11
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	4	44
Sexual	0	0	0	0	0	0	2	12	0	0	2	22
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	11
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	1	11
Reasonable Accommodation Disability	0	0	0	0	1	7	1	6	0	0	1	11
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	0	0	0	0	2	14	2	12	0	0	0	0
Employment Time and Attendance	0	0	0	0	1	7	0	0	1	33	0	0
						-				1		
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
						(Com	para	tive	Data	l	
Pending Complaints Fi				Pre	vious			-				
Pending Complaints Fi Previous Fiscal Years by					evious	; Fis	cal Y	ear 2	Data	a	2016T	
				Pre 2011	evious 2012	; Fis		-	Data			
Previous Fiscal Years by Total complaints from pre-	y St	atus	2			5 Fise 2 20	cal Y	ear 2	Data 1 2	a	2016T	
Previous Fiscal Years by Total complaints from pre-	y St	atus	2	2011	2012	Fis 20 9	cal Y)13	7ear 2 2014	Data 1 2 1 1	a 015	2016T 3 19	0
Previous Fiscal Years by Total complaints from pre- Fiscal Years Total Complainants	viou	atus 18	2	2011 727	2012 934	Fis 20 9	cal Y)13 33	7 ear 2 2014	Data 1 2 1 1	a 015 380	2016T 3 19	0 34
Previous Fiscal Years by Total complaints from pre- Fiscal Years Total Complainants	viou	atus 18	2	2011 727	2012 934	Fis 20 9 8	cal Y)13 33	7 ear 2 2014	Data 1 2 1 1 2 1	a 015 380	2016T 3 19 17	0 34
Previous Fiscal Years by Total complaints from pre Fiscal Years Total Complainants Number complaints pend	viou	atus 18	2	2 011 727 675	2012 934 853	Fis 2 9 8 1	cal X 013 33 76	201 1111 1042	Data 1 2 1 1 2 1	a 015 380 291	2016T 3 19 17	0 34 89
Previous Fiscal Years by Total complaints from pre- Fiscal Years Total Complainants Number complaints pend Investigation ROI issued, pending	viou	atus 18	2	2011 727 675 48	2012 934 853 90	Fise 20 9 8 1 1	cal Y)13 33 76 13	2014 1111 1042	Data 1 2 1 1 2 1	a 015 380 291	2016T 3 19 17 31 31	0 34 89 19
Previous Fiscal Years by Total complaints from pre Fiscal Years Total Complainants Number complaints pend Investigation ROI issued, pending Complainant's action	viou	atus 18		2011 727 675 48 6	2012 934 853 90 6	 Fise 20 9 8 1 1 	cal Y)13 33 76 13 2	2014 1111 1042 101 8	Data 4 2 1 1 2 1	a 015 380 291 9	2016T 3 19 17 31 3 (0 34 89 19 3

	Comparative Data							
Complaint Investigations	Pro	evious	2016Thru06-					
	2011	2012	2013	2014	2015	30		
Pending Complaints Where Investigations Exceed Required Time Frames	188	190	208	160	276	317		