

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act: Department of Homeland Security

**For 4th Quarter 2016 for period ending
September 30, 2016**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	1262	1180	1184	1203	1237	1315
Number of Complainants	1197	1143	1134	1168	1194	1270
Repeat Filers	57	34	47	29	39	39

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Race	443	408	442	377	440	428
Color	135	144	154	136	175	163
Religion	62	53	57	64	62	65
Reprisal	587	549	568	570	587	660
Sex	462	441	448	429	455	455
PDA	2	6	8	7	23	22

National Origin	219	222	192	190	190	210
Equal Pay Act	4	2	3	12	8	4
Age	421	397	420	375	407	401
Disability	324	279	273	308	323	337
Genetics	3	2	6	6	4	8
Non-EEO	82	70	79	87	80	74
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	80	66	67	60	80	76
Assignment of Duties	101	99	94	117	143	128
Awards	23	20	20	15	21	20
Conversion to Full Time/Perm Status	2	1	1	2	0	3
Disciplinary Action						
Demotion	12	18	8	9	6	11
Reprimand	87	72	76	57	68	41
Suspension	70	66	64	63	73	76
Removal	31	34	24	41	55	53
Other	49	22	28	61	60	67
Duty Hours	31	17	21	20	28	40
Perf. Eval./ Appraisal	94	87	81	80	138	109
Examination/Test	6	4	10	9	5	14
Harassment						
Non-Sexual	465	466	485	504	503	571

Sexual	41	35	46	39	34	35
Medical Examination	8	12	8	13	22	27
Pay including overtime	38	26	34	47	53	42
Promotion/Non-Selection	230	253	264	166	224	292
Reassignment						
Denied	29	24	30	23	28	33
Directed	54	39	32	44	32	41
Reasonable Accommodation Disability	64	58	57	68	85	88
Reinstatement	7	11	3	3	6	5
Religious Accommodation	0	0	0	0	0	11
Retirement	8	8	3	3	6	4
Sex-Stereotyping	0	0	0	0	0	2
Telework	0	0	0	0	0	18
Termination	162	85	103	93	90	82
Terms/Conditions of Employment	220	120	104	110	105	107
Time and Attendance	52	56	45	51	74	79
Training	32	36	30	23	29	43
Other						
Workforce transformation	51	17	3	1	0	1
User Defined - Other 2	5	3	17	30	35	54
User Defined - Other 3	1	1	2	5	5	6
User Defined - Other 4	4	0	0	0	2	1

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	237.11	229.62	239.07	263.30	261.27	296.23
Average number of days in final action	153.02	87.68	102.65	71.65	78.23	105.63
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	228.00	226.50	233.16	256.69	261.99	286.21
Average number of days in final action	70.39	53.44	53.20	36.73	45.42	57.56
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	253.55	235.56	251.79	274.24	261.19	301.14
Average number of days in final action	233.10	140.05	169.72	119.24	116.70	165.52
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	133	146	120	120	82	61
Average days pending prior to dismissal	173	134	107	140	159	206
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	111	138	99	107	122	120

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	13		15		27		27		19		16	
Without Hearing	7	54	8	53	22	81	19	70	9	47	9	56
With Hearing	6	46	7	47	5	19	8	30	10	53	7	44
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	9		8		19		24		13		16	
Race	2	22	0	0	4	21	5	21	4	31	3	19
Color	2	22	1	13	1	5	1	4	1	8	1	6
Religion	1	11	0	0	0	0	0	0	0	0	1	6
Reprisal	4	44	4	50	10	53	10	42	4	31	8	50
Sex	1	11	3	38	7	37	11	46	4	31	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	8	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	7	54	2	13
Disability	3	33	1	13	6	32	9	38	3	23	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	8	2	13

Findings After Hearing	6		7		5		8		10		7	
Race	2	33	0	0	1	20	1	13	3	30	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	38	4	40	6	86
Sex	1	17	3	43	2	40	1	13	4	40	6	86
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	17	0	0	1	20	1	13	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	13	4	40	2	29
Disability	2	33	1	14	1	20	5	63	2	20	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	10	1	14
Findings Without Hearing	3		1		14		16		3		9	
Race	0	0	0	0	3	21	4	25	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	7	44	0	0	2	22
Sex	0	0	0	0	5	36	10	63	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	19	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	25	3	100	0	0

Findings After Hearing	6	7	5	8	10	7						
Appointment/Hire	0	0	0	0	0	0	1	13	0	0	0	0
Assignment of Duties	0	0	1	14	0	0	1	13	2	20	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	10	1	14
Suspension	0	0	0	0	1	20	1	13	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	13	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	10	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	38	6	60	4	57
Sexual	0	0	0	0	1	20	1	13	1	10	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	13	1	10	3	43
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	2	40	0	0	1	10	0	0
Reasonable Accommodation Disability	2	33	1	14	1	20	0	0	1	10	1	14

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	7	44	1	33	4	44
Sexual	0	0	0	0	0	0	2	13	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	25	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	19	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	13	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	2	14	2	13	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2016Thru09-30						
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	704	900	899	1082	1353	1720						
Total Complainants	654	824	847	1017	1267	1599						
Number complaints pending												
Investigation	43	90	113	96	191	209						
ROI issued, pending Complainant's action	6	4	12	8	9	11						
Hearing	533	639	679	886	1016	1213						
Final Agency Action	107	152	104	96	143	237						
Appeal with EEOC Office of Federal Operations	372	469	606	733	731	740						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	169	185	207	157	265	230