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

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2016Thru09-30						
	2011	2012	2013	2014	2015	201011111U09-30						
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						

Commisints by Posis			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	2016Thru09- 30
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

		1				
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
			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	2016Thru09- 30
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

				C	omp	ar	ative I	Data	
Processing Time		Previo	us	Fisc	al Y	eai	r Data		2016Thru09-
	2011	2012	2	20	13	2	014	2015	30
Complaints pending during	g fiscal y	ear							
Average number of days in investigation	237.11	229.6	2	239	.07	26	53.30	261.27	296.23
Average number of days in final action	153.02	87.68	3	102	.65	7	1.65	78.23	105.63
Complaint pending during	fiscal ye	ar whei	re l	neari	ng w	vas	reques	sted	
Average number of days in investigation	228.00	226.5	0	233	.16	25	56.69	261.99	286.21
Average number of days in final action	70.39	53.44	1	53.20		36.73		45.42	57.56
Complaint pending during	fiscal ye	ar whei	re l	neari	ng w	vas	not re	quested	
Average number of days in investigation	253.55	235.5	6	251	.79	27	74.24	261.19	301.14
Average number of days in final action	233.10	140.0	5	169	.72	11	19.24	116.70	165.52
					C	om	parat	ive Data	
Complaints Dismissed Agency	d by	Pre	evi	ous]	Fisca	al Y	Year D) ata	2016Thru09-
8. 3		2011	20)12	201	13	2014	2015	30
Total Complaints Dismiss Agency	ed by	133	1	46	12	0	120	82	61
Average days pending prid dismissal	or to	173	1	34	10)7 140		159	206
Con	plaints V	Withdr	aw	n by	y Co	mŗ	olainai	nts	
Total Complaints Withdra Complainants	wn by	111	1	138 99)	107	122	120

					•	Com	para	tive	Data	l.		
Total Final Agency			Pr	eviou	s Fis	cal Y	Year	Data	ì		2016T	hru09-
Actions Finding Discrimination	20	011	1	2012	2	013	2	014	20)15	3	0
	#	%	#	4 %	#	%	#	%	#	%	#	%
Total Number Findings	13		1.	5	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						Com	para	tive	Data	1		
Discrimination Rendered by Basis	Previous Fiscal Year Data 2016Thru09											hru09-
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		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

Disability	1	33	0	0	5	36	4	25	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	ì		
Findings of Discrimination			Pı	reviou	ıs Fis	scal Y	Year	Data	a		2016T	
Rendered by Issue	2	011	2	2012	20)13	20)14	20)15	3	0
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	9		8		19		24		13		16	
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	15	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	8	1	6
Suspension	0	0	0	0	1	5	2	8	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	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	8	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	10	42	7	54	8	50
Sexual	0	0	0	0	1	5	3	13	1	8	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	3	23	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	8	1	6
Reasonable Accommodation Disability	2	22	1	13	2	11	1	4	1	8	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	4	17	2	15	0	0
Terms/Conditions of Employment	2	22	0	0	3	16	2	8	3	23	1	6
Time and Attendance	0	0	0	0	1	5	1	4	1	8	1	6
Training	0	0	0	0	0	0	0	0	2	15	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	0	0	0	0	0	0	0	0	0	0	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

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	2	25	2	20	0	0
Terms/Conditions of Employment	2	33	0	0	1	20	0	0	3	30	1	14
Time and Attendance	0	0	0	0	0	0	1	13	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		16		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	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													
Training		0	0	0	0	2	14	2	13	0	0	0	0
Other - User Define	Time and Attendance	0	0	0	0	1	7	0	0	1	33	0	0
Workforce transformation	Training	0	0	0	0	0	0	0	0	2	67	0	0
User Defined - Other 2	Other - User Define												
User Defined - Other 0 0 0 0 0 0 0 0 0		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	0	1	7	1	6	0	0	0	0
Comparative Data Previous Fiscal Years by Status Previous Fiscal Years by Status Previous Fiscal Year Data 2016 Thru09 30 2011 2012 2013 2014 2015 2016 Thru09 30 2011 2012 2013 2014 2015 2016 Thru09 30 2011 2012 2013 2014 2015 2016 Thru09 30 2016 T		0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status Previous Fiscal Year Data 2016Thru0930 2011 2012 2013 2014 2015 2016Thru0930 Total complaints from previous Fiscal Years 704 900 899 1082 1353 1720 Total Complainants 654 824 847 1017 1267 1599 Number complaints pending 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 372 469 606 733 731 740		0	0	0	0	0	0	0	0	0	0	0	0
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 372 469 606 733 731 740	_				Previous Fiscal Year Data 2016Thru(
Fiscal Years 704 900 899 1082 1333 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 372 469 606 733 731 740				2	2011	2012	20	13	2014	20	015	3	0
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 372 469 606 733 731 740					704	900	89	99	1082	13	353	17	20
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 372 469 606 733 731 740	Total Complainants			Ť,	i			- i		1.		1.5	
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 372 469 606 733 731 740				'	654	824	8	47	1017	12	267	15	99
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 372 469 606 733 731 740	Number complaints pend	ling	g		654	824	84	47	1017	12	267	15	99
Final Agency Action 107 152 104 96 143 237 Appeal with EEOC Office of 372 469 606 733 731 740		ling	5				·						
Appeal with EEOC Office of 372 469 606 733 731 740	Investigation ROI issued, pending	ling	<u> </u>		43	90	1	13	96		91	20)9
	Investigation ROI issued, pending Complainant's action	ling	3		43 6	90	1	13	96	1	91	20)9 1
	Investigation ROI issued, pending Complainant's action Hearing	ling	5		43 6 533	90 4 639	1 66	13 2 79	96 8 886	10	91 9 016	1 12)9 1 13

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