

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Department of Homeland Security FY 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Number of Complaints Filed	1202	1297	1211	1212	1222	1271
Number of Complainants	293	294	245	229	207	1230
Repeat Filers	18	28	14	16	10	36
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	409	460	413	454	382	438
Color	131	137	147	156	137	168
Religion	56	63	53	58	64	62
Reprisal	541	603	562	584	579	588
Sex	397	474	451	457	437	447
PDA	0	2	7	8	7	23
National Origin	208	222	223	193	191	192
Equal Pay Act	0	4	2	3	12	8

Age	356	430	401	424	381	406
Disability	279	328	288	274	311	322
Genetics	3	4	2	6	6	5
Non-EEO	42	85	72	80	89	82
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Appointment/Hire	56	80	67	68	60	81
Assignment of Duties	107	103	104	99	117	137
Awards	21	25	20	21	15	19
Conversion to Full-time	0	2	1	1	2	0
<b>Disciplinary Action</b>						
Demotion	9	12	18	8	9	5
Reprimand	58	88	73	77	57	64
Suspension	63	74	65	63	64	74
Removal	17	31	34	24	41	54
Other	30	49	22	28	61	59
Duty Hours	23	34	17	21	20	31
Evaluation Appraisal	91	98	94	81	81	134
Examination/Test	7	6	4	10	9	6
<b>Harassment</b>						
Non-Sexual	406	476	474	498	512	496
Sexual	50	41	36	46	39	34
Medical Examination	10	8	12	8	13	22
Pay (Including Overtime)	16	39	26	34	47	51

Promotion/Non-Selection	232	247	262	272	171	229
<b>Reassignment</b>						
Denied	24	30	25	30	23	27
Directed	36	55	40	34	47	32
Reasonable Accommodation	52	64	65	59	69	82
Reinstatement	6	7	11	3	3	6
Retirement	8	8	9	3	3	7
Termination	188	163	86	103	93	87
Terms/Conditions of Employment	163	220	120	106	113	104
Time and Attendance	47	52	56	46	51	71
Training	35	33	36	31	24	28
Other	88	64	31	34	74	44
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Complaints pending during fiscal year						
Average number of days in investigation	215.02	237.91	233.03	238.73	260.46	257.46
Average number of days in final action	392.42	152.84	88.07	105.22	71.65	77.48
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	204.35	231.61	230.83	232.92	253.93	256.45
Average number of days in final action	61.80	71.68	54.38	54.44	39.67	46.49
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	231.26	253.09	237.04	248.93	273.58	259.19

Average number of days in final action	752.81	234.00	138.21	167.77	117.94	116.11								
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>													
	<b>Previous Fiscal Year Data</b>											<b>2015</b>		
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>									
Total Complaints Dismissed by Agency	195	138	155	124	123	90								
Average days pending prior to dismissal	379	169	130	106	142	158								
<b>Complaints Withdrawn by Complainants</b>														
Total Complaints Withdrawn by Complainants	112	110	139	102	104	119								
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>													
	<b>Previous Fiscal Year Data</b>											<b>2015</b>		
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>									
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		8		15		19		13		14			
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	4	100	8	100	15	100	19	100	13	100	14	100		
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>													
	<b>Previous Fiscal Year Data</b>											<b>2015</b>		
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</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>	5		9		8		19		24		14			
Race	1	20	2	22	0	0	4	21	5	21	5	36		
Color	0	0	2	22	1	13	1	5	1	4	1	7		
Religion	0	0	1	11	0	0	0	0	0	0	0	0		
Reprisal	2	40	4	44	4	50	10	53	11	46	5	36		

Sex	1	20	1	11	3	38	7	37	11	46	4	29
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	11	1	13	2	11	4	17	1	7
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	40	1	11	2	25	1	5	5	21	8	57
Disability	1	20	3	33	1	13	6	32	8	33	3	21
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	13	0	0	1	4	1	7
<b>Findings After Hearing</b>	4		6		7		5		7		11	
Race	1	25	2	33	0	0	1	20	1	14	4	36
Color	0	0	2	33	0	0	0	0	0	0	0	0
Religion	0	0	1	17	0	0	0	0	0	0	0	0
Reprisal	2	50	2	33	4	57	4	80	3	43	5	45
Sex	0	0	1	17	3	43	2	40	1	14	4	36
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	17	0	0	1	20	1	14	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	50	1	17	2	29	1	20	1	14	5	45
Disability	1	25	2	33	1	14	1	20	4	57	2	18
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	14	0	0	0	0	1	9
<b>Findings Without Hearing</b>	1		3		1		14		17		3	
Race	0	0	0	0	0	0	3	21	4	24	1	33
Color	0	0	0	0	1	100	1	7	1	6	1	33

Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	2	67	0	0	6	43	8	47	0	0	0
Sex	1	100	0	0	0	0	5	36	10	59	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	1	7	3	18	1	33	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	4	24	3	100	0
Disability	0	0	1	33	0	0	5	36	4	24	1	33	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	6	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>											<b>2015</b>	
	<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</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>	
<b>Total Number Findings</b>	5		9		8		19		24		14		
Appointment/Hire	0	0	1	11	0	0	1	5	2	8	0	0	
Assignment of Duties	0	0	0	0	1	13	1	5	2	8	2	14	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full-time	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	1	11	0	0	2	11	0	0	1	7	
Suspension	0	0	0	0	0	0	1	5	2	8	1	7	
Removal	0	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	1	4	0	0	
Duty Hours	0	0	1	11	0	0	0	0	0	0	0	0	

Evaluation Appraisal	0	0	0	0	1	13	1	5	1	4	1	7
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	20	1	11	2	25	9	47	11	46	7	50
Sexual	1	20	0	0	0	0	1	5	3	13	1	7
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	13	0	0	0	0	0	0
Promotion/Non-Selection	2	40	0	0	3	38	1	5	5	21	4	29
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	20	0	0	0	0	2	11	3	13	1	7
Reasonable Accommodation	0	0	2	22	1	13	2	11	1	4	1	7
Reinstatement	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
Termination	1	20	2	22	1	13	1	5	3	13	2	14
Terms/Conditions of Employment	1	20	2	22	0	0	3	16	2	8	3	21
Time and Attendance	0	0	0	0	0	0	1	5	1	4	1	7
Training	2	40	0	0	0	0	0	0	0	0	2	14
Other - User Defined	0	0	0	0	1	13	1	5	1	4	0	0
<b>Findings After Hearing</b>	4		6		7		5		7		11	
Appointment/Hire	0	0	0	0	0	0	0	0	1	14	0	0
Assignment of Duties	0	0	0	0	1	14	0	0	1	14	2	18
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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	0	0	1	20	0	0	1	9
Suspension	0	0	0	0	0	0	1	20	1	14	1	9
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	1	14	0	0
Duty Hours	0	0	1	17	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	14	0	0	0	0	1	9
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	25	1	17	1	14	1	20	3	43	6	55
Sexual	0	0	0	0	0	0	1	20	1	14	1	9
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	14	0	0	0	0	0	0
Promotion/Non-Selection	2	50	0	0	3	43	0	0	1	14	2	18
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	25	0	0	0	0	2	40	0	0	1	9
Reasonable Accommodation	0	0	2	33	1	14	1	20	0	0	1	9
Reinstatement	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
Termination	1	25	1	17	1	14	0	0	1	14	2	18
Terms/Conditions of Employment	1	25	2	33	0	0	1	20	0	0	3	27
Time and Attendance	0	0	0	0	0	0	0	0	1	14	0	0
Training	2	50	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	14	0	0	0	0	0	0





Termination	0	0	1	33	0	0	1	7	2	12	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	2	14	2	12	0	0
Time and Attendance	0	0	0	0	0	0	1	7	0	0	1	33
Training	0	0	0	0	0	0	0	0	0	0	2	67
Other - User Defined	0	0	0	0	0	0	1	7	1	6	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2015</b>						
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total complaints from previous Fiscal Years	787	728	934	936	1119	1409						
Total Complainants	727	676	853	879	1050	1321						
<b>Number complaints pending</b>												
Investigation	65	48	90	115	103	201						
ROI issued, pending Complainant's action	12	6	6	12	8	9						
Hearing	426	548	666	707	912	1057						
Final Agency Action	235	109	154	103	98	141						
Appeal with EEOC Office of Federal Operations	236	374	473	614	742	743						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2015</b>						
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	164	188	189	209	161	294						