

DHS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT: Data as of June 30, 2011 – 3rd Quarter 2011

Complaint Activity – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2006	2007	2008	2009	2010	2011 – Thru June 30th
Number of Complaints filed	1083	1086	1145	1457	1194	970
Number of Complainants	1010	1045	1099	1401	1136	935
Repeat Filers	54	42	52	56	45	34

Complaints by Basis – Comparative Data – Previous Fiscal Year Data

NOTE: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Fiscal Year	2006	2007	2008	2009	2010	2011 – Thru June 30th
Race	326	368	298	361	386	294
Color	83	80	92	83	113	95
Religion	57	38	48	52	51	45
Reprisal	391	389	432	777	493	415
Sex	349	334	385	330	405	341
National Origin	193	158	175	516	187	159
Equal Pay Act	1	7	3	0	0	2
Age	336	283	321	314	339	289
Disability	258	260	238	223	295	245
GINA	0	0	0	0	0	6
Non-EEO	44	24	16	48	40	55
PDA	0	0	0	0	0	1

Complaints by Issue - Comparative Data - Previous Fiscal Year Data

NOTE: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

Fiscal Year	2006	2007	2008	2009	2010	2011 – Thru June 30th
Appointment/Hire	45	57	57	36	28	51
Assignment of Duties	59	61	68	342	81	72
Awards	25	15	22	10	14	22
Conversion to Full-time	1	3	1	1	0	1
Demotion	6	18	11	8	8	8
Reprimand	19	50	46	41	51	51
Removal	23	22	34	23	28	25
Suspension	40	45	30	30	61	38
Disciplinary Action - Other	28	1	14	10	16	33
Duty Hours	14	22	15	14	18	22
Evaluation Appraisal	36	38	40	57	67	67
Examination/Test	8	8	5	3	5	3
Non-Sexual Harassment	282	289	314	599	378	325
Sexual Harassment	51	37	33	46	48	31
Medical Examination	14	8	10	9	6	6
Pay (Including Overtime)	28	25	27	20	19	22
Promotion/Non-Selection	287	277	248	241	227	148
Reassignment – Denied	28	34	34	31	17	14
Reassignment – Directed	30	29	28	40	39	38
Reasonable Accommodation	34	43	47	40	35	38
Reinstatement	4	4	2	7	5	4
Retirement	4	5	2	5	7	2
Termination	136	135	112	137	164	120
Terms/Condition of Employment	116	142	108	404	151	153
Time and Attendance	42	36	54	29	41	21
Training	29	26	23	22	31	20

Other	28	35	44	373	0	41
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Processing Time - Comparative Data - Previous Fiscal Year Data

Fiscal Year	2006	2007	2008	2009	2010	2011 – Thru June 30th
Total complaints pending during fiscal Year	0	0	0	0	0	0
Average number of days in investigation stage	406	311.5	249.9	248	257	347.54
Average number of days in final action stage	326	428.1	296	310	411	307.67

Fiscal Year	2006	2007	2008	2009	2010	2011 – Thru June 30th
Complaints pending during fiscal year where hearing was requested	0	0	0	0	0	0
Average number of days in investigation stage	338	242.5	259.4	349	231	400.22
Average number of days in final action stage	48	72.5	64	399	24	43.61

Fiscal Year	2006	2007	2008	2009	2010	2011 – Thru June 30th
Complaints pending during fiscal year where hearing was not requested	0	0	0	0	0	0
Average number of days in investigation stage	413	347.3	312.8	755	275	323.14
Average number of days in final action stage	443	587.6	660.5	971	577	415.13

Complaints Dismissed by Agency - Comparative Data - Previous Fiscal Year Data

Fiscal Year	2006	2007	2008	2009	2010	2011 - Thru June 30th
Total Complaints Dismissed by Agency	304	187	247	204	550	124
Average days pending prior to dismissal	254	257	220	241	385	166

Complaints withdrawn by Agency - Comparative Data - Previous Fiscal Year Data

Fiscal Year	2006	2007	2008	2009	2010	2011 - Thru June 30th
Total Complaints withdrawn by Complainants	81	96	109	77	92	68

Total Final Actions - Finding Discrimination - Comparative Data - Previous Fiscal Year Data

Fiscal Year	2006		2007		2008		2009		2010		2011 - Thru June 30th	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Final Actions Finding Discrimination	29	100%	12	100%	21	100%	23	100%	17	100%	7	100%
Without Hearing	4	14%	2	17%	0	0%	1	4%	1	6%	2	29%
With Hearing	25	86%	10	83%	21	100%	22	96%	16	94%	5	71%

Findings of Discrimination Rendered by Basis – Comparative Data – Previous Fiscal Year Data

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

Fiscal Year	2006		2007		2008		2009		2010		2011 – Thru June 30th	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings of Discrimination Rendered by Basis												
Total Number Findings	29	100%	12	100%	21	100%	23	100%	17	100%	7	100%
Race	21	72%	3	25%	7	33%	8	35%	2	12%	1	14%
Color	2	7%	0	0%	3	14%	3	13%	0	0%	1	14%
Religion	1	3%	1	8%	5	24%	3	13%	1	6%	0	0%
Reprisal	10	34%	6	50%	5	24%	11	48%	8	47%	3	43%
Sex	10	34%	7	58%	7	33%	8	35%	4	24%	1	14%
National Origin	1	3%	1	8%	8	38%	4	17%	0	0%	1	14%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	5	17%	2	17%	4	19%	5	22%	3	18%	1	14%
Disability	3	10%	0	0%	2	10%	5	22%	6	35%	2	29%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PDA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

FINDINGS OF DISCRIMINATION RENDERED BY BASIS AFTER HEARING

Fiscal Year	2006		2007		2008		2009		2010		2011 – Thru June 30th	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing												
Total Number of Findings After Hearing	25	86%	10	83%	21	100%	22	96%	16	94%	5	71%
Race	18	86%	2	50%	7	100%	8	100%	2	100%	1	100%
Color	1	50%	0	0%	3	100%	3	100%	0	100%	1	100%
Religion	1	100%	1	100%	5	100%	3	100%	1	100%	0	0%
Reprisal	10	100%	4	67%	5	100%	11	100%	8	100%	1	33%
Sex	10	100%	5	71%	7	100%	8	100%	3	75%	1	100%
National Origin	1	100%	1	100%	8	100%	4	100%	0	0%	1	100%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	5	100%	2	100%	4	100%	5	100%	3	100%	1	100%

Disability	3	100%	0	0%	2	100%	4	80%	6	100%	2	100%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PDA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

FINDINGS OF DISCRIMINATION RENDERED BY BASIS WITHOUT HEARING

Fiscal Year	2006		2007		2008		2009		2010		2011 – Thru June 30th	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing												
Total Number of Findings without Hearing	4	13%	2	16%	0	0%	1	4%	1	6%	2	29%
Race	3	14%	2	50%	0	0%	0	0%	0	0%	0	0
Color	1	50%	0	0%	0	0%	0	0%	0	0%	0	0
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Reprisal	0	0%	2	33%	0	0%	0	0%	0	0%	2	67%
Sex	0	0%	2	29%	0	0%	0	0%	1	25%	0	0
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Disability	0	0%	0	0%	0	0%	1	20%	0	0%	0	0
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0

Findings of Discrimination Rendered by Issue – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2006		2007		2008		2009		2010		2011 – Thru June 30th	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings of Discrimination Rendered by Issue												
Total Number Findings	29	100%	12	100%	21	100%	23	100%	17	100%	7	100%
Appointment/Hire	4	14%	1	8%	2	10%	0	0%	1	6%	1	14%
Assignment of Duties	1	3%	1	8%	1	5%	2	9%	3	18%	0	0%
Awards	1	3%	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%
Demotion	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%
Reprimand	2	7%	0	0%	0	0%	1	4%	0	0%	1	14%
Suspension	0	0%	1	8%	0	0%	0	0%	3	18%	0	0%
Removal	0	0%	0	0%	2	10%	1	4%	0	0%	0	0%

time												
Demotion	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%
Reprimand	2	100%	0	0%	0	0%	1	100%	0	0%	0	0%
Suspension	0	0%	1	100%	0	0%	0	0%	3	100%	0	0%
Removal	0	0%	0	0%	2	100%	1	100%	0	0%	0	0%
Disciplinary Action - Other	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Evaluation Appraisal	1	50%	0	0%	0	0%	0	0%	1	100%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual Harassment	5	71%	2	100%	5	100%	10	100%	3	100%	0	0%
Sexual Harassment	2	100%	0	0%	0	0%	0	0%	1	50%	0	0%
Medical Examination	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	100%	1	100%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	10	100%	2	100%	11	100%	5	100%	6	100%	0	0%
Reassignment – Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment – Directed	0	0%	2	100%	0	0%	1	100%	1	100%	0	0%
Reasonable Accommodation	1	100%	0	0%	0	0%	1	100%	2	100%	1	100%
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	5	100%	0	0%	2	100%	4	100%	2	100%	1	14%
Terms/Condition of Employment	3	100%	2	100%	2	100%	2	100%	1	100%	2	100%
Time and Attendance	0	0%	2	100%	0	0%	1	100%	1	100%	0	0%
Training	0	0%	0	0%	0	0%	1	100%	2	100%	0	0%
Other	0	0%	1	100%	0	0%	5	100%	0	0%	0	0%

FINDINGS OF DISCRIMINATION RENDERED BY ISSUE WITHOUT HEARING

Fiscal Year	2006		2007		2008		2009		2010		2011 – Thru June 30th	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings of Discrimination Rendered by Issue												
Total Number of Findings Without Hearing	4	13%	2	16%	0	0%	1	4%	1	6%	2	29%

Pending Complaints Filed in Previous Fiscal Years by Status - Comparative Data - Previous Fiscal Year Data

Fiscal Year	2006	2007	2008	2009	2010	2011 - Thru June 30th
Total Complaints from previous Fiscal Year	2096	1411	1382	1350	1246	1461
Total Complainants	1758	1315	1280	1390	1162	1374

Number Complaints Pending at Investigation	480	147	164	128	104	193
Number Complaints Pending at Hearing	574	438	468	536	561	687
Number of Complaints Pending at Final Action	683	679	649	546	328	115
Number of Complaints pending Appeal with EEOC OFO	188	147	164	217	253	246

Complaint Investigations - Comparative Data - Previous Fiscal Year Data

Fiscal Year	2006	2007	2008	2009	2010	2011 - Thru June 30th
Pending Complaints where Investigation Exceeds Required Time Frames	154	367	375	525	315	272