

DHS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT: Data as of June 30 2009 - 3rd Quarter 2009														
Complaint Activity	Comparative Data					2009 Thru 6-30								
	Previous Fiscal Year Data													
	2004	2005	2006	2007	2008									
Number of Complaints Filed		1199	1083	1086	1145	1143								
Number of Complainants		1075	1010	1045	1099	1116								
Repeat Filers		80	54	42	52	27								
Complaints by Basis	Comparative Data					2009 Thru 6-30								
	Previous Fiscal Year Data													
	2004	2005	2006	2007	2008									
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>														
Race		339	326	368	298	256								
Color		75	83	80	92	63								
Religion		50	57	38	48	41								
Reprisal		406	391	389	432	655								
Sex		408	349	334	385	223								
National Origin		197	193	158	175	480								
Equal Pay Act		n/a	1	7	3	1								
Age		287	336	283	321	212								
Disability		264	258	260	238	134								
Non-EEO		16	44	24	16	35								
Complaints by Issue	Comparative Data					2009 Thru 6-30								
	Previous Fiscal Year Data													
	2004	2005	2006	2007	2008									
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>														
Appointment/Hire		16	45	57	57	104								
Assignment of Duties		68	59	61	68	260								
Awards		60	25	15	22	8								
Conversion to Full-time		2	1	3	1	1								
Disciplinary Action														
Demotion		17	6	18	11	6								
Reprimand		48	19	50	46	25								
Removal		36	23	22	34	34								
Suspension		41	40	45	30	20								
Other		n/a	28	1	14	12								
Duty Hours		14	14	22	15	10								
Evaluation Appraisal		41	36	38	40	36								
Examination/Test		5	8	8	5	3								
Harassment														
Non-Sexual		189	282	289	314	448								
Sexual		43	51	37	33	32								
Medical Examination		2	14	8	10	7								
Pay (Including Overtime)		26	28	25	27	10								
Promotion/Non-Selection		239	287	277	248	178								
Reassignment														
Denied		21	28	34	34	12								
Directed		43	30	29	28	15								
Reasonable Accommodation		27	34	43	47	26								
Reinstatement		0	4	4	2	3								
Retirement		2	4	5	2	5								
Termination		162	136	135	112	108								
Terms/Conditions of Employment		87	116	142	108	182								

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Processing Time	Comparative Data					2009 Thru 6 30						
	Previous Fiscal Year Data											
	2004	2005	2006	2007	2008							
Complaints pending during fiscal year												
Average number of days in investigation stage		322	406	311.5	249.9	198.5						
Average number of days in final action stage		n/a	326	428.1	296	288.7						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation stage		331	338	242.5	259.4	210						
Average number of days in final action stage		n/a	48	72.5	64	88.4						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation stage		301	413	347.3	312.8	176.8						
Average number of days in final action stage		842	443	587.6	660.5	499.7						
Complaints Dismissed by Agency	Comparative Data					2009 Thru 6 30						
	Previous Fiscal Year Data											
	2004	2005	2006	2007	2008							
Total Complaints Dismissed by Agency		231	281	187	247	144						
Average days pending prior to dismissal		306	254	257	220	180						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants		n/a	81	96	109	56						
Total Final Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 6-30	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			12		29		12		21		16	
Without Hearing			2	17%	4	14%	2	17%	0	0%	1	6%
With Hearing			10	83%	25	86%	10	83%	21	100%	15	94%
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											
											2009 Thru 6-30	
	2004		2005		2006		2007		2008			
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings			12		29		12		21		16	
Race			1	8%	21	72%	3	25%	7	#	6	38%
Color			0	0%	2	7%	0	0%	3	#	2	13%
Religion			1	8%	1	3%	1	8%	5	#	1	6%
Reprisal			3	25%	10	34%	6	50%	5	#	11	69%
Sex			5	42%	10	34%	7	58%	7	#	6	38%

National Origin			1	8%	1	3%	1	8%	8	#	2	13%
Equal Pay Act			0	0%	0	0%	0	0%	0	0%	1	6%
Age			3	25%	5	17%	2	17%	4	#	2	13%
Disability			5	42%	3	10%	0	0%	2	#	3	19%
Non-EEO			0	0%	0	0%	0	0%	0	0%	0	0%
Findings After Hearing			10		25		10		21		15	
Race			1	100%	18	86%	2	50%	7	#	6	100%
Color			0	0%	1	50%	0	0%	3	#	2	100%
Religion			1	100%	1	100%	1	100%	5	#	1	100%
Reprisal			3	100%	10	100%	4	67%	5	#	11	100%
Sex			5	100%	10	100%	5	71%	7	#	6	100%
National Origin			1	100%	1	100%	1	100%	8	#	2	100%
Equal Pay Act			0	0%	0	0%	0	0%	0	0%	0	100%
Age			3	100%	5	100%	2	100%	4	#	2	100%
Disability			4	80%	3	100%	0	0%	2	#	2	67%
Non-EEO			0	0%	0	0%	0	0%	0	0%	0	100%
Findings Without Hearing			2		4		2		0		1	
Race			0	0	3	14%	2	50%	0	0%	0	0%
Color			0	0	1	50%	0	0%	0	0%	0	0%
Religion			0	0	0	0	0	0%	0	0%	0	0%
Reprisal			0	0	0	0	2	23%	0	0%	0	0%
Sex			0	0	0	0	2	29%	0	0%	0	0%
National Origin			0	0	0	0	0	0%	0	0%	0	0%
Equal Pay Act			0	0	0	0	0	0%	0	0%	0	0%
Age			0	0	0	0	0	0%	0	0%	0	0%
Disability			1	20%	0	0	0	0%	0	0%	1	33%
Non-EEO			0	0	0	0	0	0%	0	0%	0	0%
Findings of Discrimination Rendered by Issue	Comparative Data										2009 Thru 6-30	
	Previous Fiscal Year Data											
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			12		29		12		21		16	
Appointment/Hire			2	17%	4	14%	1	8%	2	#	0	0%
Assignment of Duties			2	17%	1	3%	1	8%	1	5%	3	19%
Awards			0	0%	1	3%	0	0%	0	0%	0	0%
Conversion to Full-time			0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action			0	0%	2	7%	0	0%	0	0%	0	0%
Demotion			0	0%	0	0%	0	0%	0	0%	2	13%
Reprimand			0	0%	2	7%	0	0%	0	0%	0	0%
Suspension			0	0%	0	0%	1	8%	0	0%	0	0%
Removal			0	0%	0	0%	0	0%	2	#	1	6%
Other			0	0%	0	0%	1	8%	0	0%	0	0%
Duty Hours			0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal			0	0%	2	0%	0	0%	0	0%	0	0%
Examination/Test			0	0%	0	0%	0	0%	0	0%	0	0%
Harassment			1	8%	11	40%	2	17%	5	#	0	0%
Non-Sexual			1	8%	9	31%	2	17%	5	#	9	56%
Sexual			0	0%	2	7%	0	0%	0	0%	0	0%
Medical Examination			0	0%	1	3%	0	0%	0	0%	1	6%
Pay (Including Overtime)			0	0%	1	3%	1	8%	0	0%	0	0%
Promotion/Non-Selection			4	33%	10	34	2	17%	11	#	3	19%
Reassignment			0	0%	0	0%	2	17%	0	0%	0	0%
Denied			0	0%	0	0%	0	0%	0	0%	0	0%
Directed			0	0%	0	0%	2	17%	0	0%	1	6%
Reasonable Accommodation			0	0%	1	3%	0	0%	0	0%	1	6%
Reinstatement			0	0%	0	0%	0	0%	0	0%	0	0%
Retirement			2	17%	0	0%	0	0%	0	0%	0	0%
Termination			0	0%	5	17%	2	17%	2	#	3	19%
Terms/Conditions of			0	0%	3	10%	2	17%	2	#	2	13%
Time and Attendance			0	0%	1	3%	2	17%	0	0%	1	6%
Training			0	0%	0	0%	0	0%	0	0%	0	0%
Other			0	0%	0	0%	1	8%	0	0%	1	6%
Findings After Hearing			10		25		10		21		15	
Appointment/Hire			2	100%	4	100%	1	100%	2	#	0	0%

Assignment of Duties			2	100%	1	100%	1	100%	1	#	3	100%
Awards			0	0%	1	100%	0	0%	0	0%	0	0%
Conversion to Full-time			0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action			0	0%	0	0%	0	0%	0	0%	0	0%
Demotion			0	0%	0	0%	0	0%	0	0%	2	100%
Reprimand			0	0%	2	100%	0	0%	0	0%	0	0%
Suspension			0	0%	0	0%	1	100%	0	0%	0	0%
Removal			0	0%	0	0%	0	0%	2	#	1	100%
Other			0	0%	0	0%	1	100%	0	0%	0	0%
Evaluation Appraisal			0	0%	1	50%	0	0%	0	0%	0	0%
Examination/Test			0	0%	0	0	0	0%	0	0%	0	0%
Harassment			1	100%	7	78%	2	100%	5	#	0	0%
Non-Sexual			1	100%	5	71%	2	100%	5	#	9	100%
Sexual			0	0%	2	100%	0	0%	0	0%	0	0%
Medical Examination			0	0%	1	100%	0	0%	0	0%	0	0%
Pay (Including Overtime)			0	0%	1	100%	1	100%	0	0%	0	0%
Promotion/Non-Selection			4	100%	10	100%	2	100%	11	#	2	100%
Reassignment			0	0%	0	0%	0	0%	0	0%	0	0%
Denied			0	0%	0	0%	0	0%	0	0%	0	0%
Directed			0	0%	0	0%	0	0%	0	0%	1	100%
Reasonable Accommodation			0	0%	1	100%	0	0%	0	0%	1	0%
Reinstatement			0	0%	0	0%	0	0%	0	0%	0	0%
Retirement			0	0%	0	0%	0	0%	0	0%	0	0%
Termination			1	50%	5	100%	0	0%	2	#	3	100%
Terms/Conditions of Employment			0	0%	3	100%	2	100%	2	# #	2	100%
Time and Attendance			0	0%	0	0%	2	100%	0	0%	1	100%
Training			0	0%	0	0%	0	0%	0	0%	0	0%
Other			0	0%	0	0%	1	100%	0	0%	1	100%
Findings Without Hearing			2		4		2		0		1	
Appointment/Hire			0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties			0	0%	0	0%	0	0%	0	0%	0	0%
Awards			0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time			0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action			0	0%	0	0%	0	0%	0	0%	0	0%
Demotion			0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand			0	0%	0	0%	0	0%	0	0%	0	0%
Suspension			0	0%	0	0%	0	0%	0	0%	0	0%
Removal			0	0%	0	0%	0	0%	0	0%	0	0%
Other			0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours			0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal			0	0%	1	50%	0	0%	0	0%	0	0%
Examination/Test			0	0%	0	0%	0	0%	0	0%	0	0%
Harassment			0	0%	4	36%	0	0%	0	0%	0	0%
Non-Sexual			0	0%	4	44%	0	0%	0	0%	0	0%
Sexual			0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination			0	0%	0	0%	0	0%	0	0%	1	100%
Pay (Including Overtime)			0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection			0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment			0	0%	0	0%	2	100%	0	0%	0	0%
Denied			0	0%	0	0%	0	0%	0	0%	0	0%
Directed			0	0%	0	0%	2	100%	0	0%	0	0%
Reasonable Accommodation			0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement			0	0%	0	0%	0	0%	0	0%	0	0%
Retirement			0	0%	0	0%	0	0%	0	0%	0	0%
Termination			1	50%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment			0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance			0	0%	1	100%	0	0%	0	0%	0	0%
Training			0	0%	0	0%	0	0%	0	0%	0	0%
Other			0	0%	0	0%	0	0%	0	0%	0	0%
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2009 Thru 6 30						
	Previous Fiscal Year Data											
	2004	2005	2006	2007	2008							
Total complaints from previous Fiscal Years		2595	2096	1411	1382	1953						

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