DHS EQUAL EMPLOYMENT OF					THE NO F	EAR ACT: Data			
	as of June	e 30 2009 - 3r	d Quarter 2	009					
			oarative D			2009 Thru 6			
Complaint Activity		Previous				30			
	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			
								-	
		Comr	arative D	Data					
Complaints by Basis		Previous							
Note: Complaints can be						0000 Th. (
filed alleging multiple						2009 Thru 6			
bases. The sum of the	2004	2005	2006	2007	2008	30			
bases may not equal total									
complaints filed.									
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 Egual Pay Act		197 p/2	193 1	158 7	<u>175</u> 3	480			
Age		n/a 287	336	283	321	212		-	
Disability		267	258	260	238	134			
Non-EEO		16	44	200	16	35			
Non-LEO		10							
Complaints by Issue		Comp	arative D	Data					
		Previous	Fiscal Ye	ar Data					
Note: Complaints can be									
						2009 Thru 6	L		
filed alleging multiple						2009 Thru 6 30	-		
filed alleging multiple issues. The sum of the	2004	2005	2006	2007	2008		-		
filed alleging multiple issues. The sum of the issues may not equal total	2004	2005	2006	2007	2008		-		
filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2004					30			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire	2004	16	45	57	57	30			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties	2004	16 68	45 59	57 61	57 68	30 104 260			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties Awards	2004	16 68 60	45	57	57	30			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties Awards Conversion to Full-time	2004	16 68	45 59 25	57 61 15	57 68 22	30 104 260 8			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action	2004	16 68 60	45 59 25	57 61 15	57 68 22	30 104 260 8			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties Awards Conversion to Full-time	2004	16 68 60 2	45 59 25 1	57 61 15 3	57 68 22 1	30 104 260 8 1 1 6 25			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion	2004	16 68 60 2	45 59 25 1	57 61 15 3	57 68 22 1 11	30 104 260 8 1 6 25 34			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Removal Suspension	2004	16 68 60 2 17 48 36 41	45 59 25 1 6 19 23 40	57 61 15 3 18 50 22 45	57 68 22 1 11 46 34 30	30 104 260 8 1 			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Removal Suspension Other	2004	16 68 60 2 17 48 36 41 1 n/a	45 59 25 1 6 6 19 23 40 28	57 61 15 3 18 50 22 45 1	57 68 22 1 11 46 34 30 14	30 104 260 8 1 6 25 34 20 12			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Demotion Reprimand Removal Suspension Other Duty Hours	2004	16 68 60 2 17 48 36 41 n/a 14	45 59 25 1 6 19 23 40 23 40 28 14	57 61 15 3 3 18 50 22 45 45 1 22	57 68 22 1 11 46 34 30 14 15	30 104 260 8 1 6 25 34 20 12 10			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Demotion Reprimand Removal Suspension Other Duty Hours Evaluation Appraisal	2004	16 68 60 2 17 48 36 41 n/a 14 41	45 59 25 1 6 19 23 40 23 40 28 14 36	57 61 15 3 3 18 50 22 45 1 1 22 38	57 68 22 1 11 46 34 30 14 15 40	30 104 260 8 1 1 6 25 34 20 12 12 10 36			
filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Removal Suspension Other Duty Hours Evaluation Appraisal Examination/Test	2004	16 68 60 2 17 48 36 41 n/a 14	45 59 25 1 6 19 23 40 23 40 28 14	57 61 15 3 3 18 50 22 45 1 1 22 38	57 68 22 1 11 46 34 30 14 15	30 104 260 8 1 1 6 25 34 20 12 12 10 36			
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filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Demotion Reprimand Removal Suspension Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual	2004	16 68 60 22 177 48 36 41 17 48 36 41 17 41 5 5 189 43	45 59 25 11 6 19 23 40 23 40 288 14 36 8 282 51	57 61 15 3 18 50 22 45 1 22 38 8 8 8 289 37	57 68 22 1 1 46 34 300 14 15 40 5 5 314 33	30 104 260 8 1 1 6 25 34 20 12 10 36 3 3 448 32			
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Time and Attendance	34	42	36	54	23			
Training	39	29	26	23	13			
Other	96	28	35	44	322			

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Processing Time Image: Processing T			Comr	oarativo F)ata								
Processing Time 2004 2005 2006 2007 2008 2009 2009 2008 2009 2008 2009 2008 2009 2008 2009 2008 2009 2008 2009 2008 2009 2009 2008 2009													
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in finial action stage nna 32e 42e 1 29e 28e 7	in investigation stage		322	406	311.5	249.9	198.5						
Complaint pending during fical year where hearing was not requested. Average number of days in investigation stage 333 338 242.5 259.4 210 Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending during fical year where hearing was not requested. Image: Complaint pending fical year where hearing was not requested. Image: Complaint pending fical year parts. Image: Complaint pendi	0												
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in final action stage noi 48 72.5 64 88.4 0 0 0 0 Oraplati perioding during main fical yar where hearing was more of days in investigation stage 0 </td <td>in investigation stage</td> <td></td> <td>331</td> <td>338</td> <td>242.5</td> <td>259.4</td> <td>210</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	in investigation stage		331	338	242.5	259.4	210						
Complaint pending during its lise is any any mote requested Awerage number of days in invostigation stage 301 413 347.3 312.8 176.8 Image: image i	0												
Inscal year where hearing was mode of days in requested of days in requested in stage 301 413 347.3 312.8 176.8 I <thi< th=""> I I</thi<>			n/a	48	72.5	64	88.4						
in investigation stage 301 413 347.3 312.8 176.8 1 <th1< th=""> <th1< th=""> 1 <th1< th=""></th1<></th1<></th1<>	Complaint pending during fiscal year where hearing was not requested												
In final action stage842443587.6680.5499.7II </td <td>in investigation stage</td> <td></td> <td>301</td> <td>413</td> <td>347.3</td> <td>312.8</td> <td>176.8</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	in investigation stage		301	413	347.3	312.8	176.8						
Complaints Dismised by Agency Comparative Data Com	0												
Complaints Dismissed by Agency Previous Fiscal Year Data 2006 2007 2008 30 10 <td>in final action stage</td> <td></td> <td>842</td> <td>443</td> <td>587.6</td> <td>660.5</td> <td>499.7</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	in final action stage		842	443	587.6	660.5	499.7						
Complaints Dismissed by Agency Previous Fiscal Year Data 2006 2007 2008 30 10 <td></td> <td>-</td> <td></td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>		-				-							
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Agency 2004 2005 2006 2007 2008 30 Image: Constraints of the second se													
0 2004 2005 2006 2007 2008 Image: Constraint of the state of t		Previous		Fiscal Year Data			4						
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Average days pending prior to dismissal 306 254 257 220 180			221	201	407	0.47							
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by complainants n/a 81 96 109 56 Image: Marrier							-						
Discrimination Comparative Data Comparative Data <td></td>													
Total Find Actions Finding Discrimination Previous Fiscal Year Data 2006 2007 2007 <t< td=""><td>by Complainants</td><td></td><td>n/a</td><td>81</td><td>96</td><td>109</td><td>56</td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	by Complainants		n/a	81	96	109	56						
Total Find Actions Finding Discrimination Previous Fiscal Year Data 2006 2007 2007 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>													
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	5	20	004	20				20	07	20	08	2009 Th	nru 6-30
Without Hearing 0	Discrimitation										-	#	%
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Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and findings. Image: Constraint of the bases may not equal total complaints and find													
Previous Fiscal Year Data Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. Question Questio	with Hearing			10	83%	25	86%	10	83%	21	100%	15	94%
Previous Fiscal Year Data Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. Question Questio													
Previous Fiscal Year Data Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. Question Questio													
Previous Fiscal Year DataNote: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.Image: Complaints and findings	Findings of Discrimination				С	omparat	ive Data						
					Prev	ious Fisca	al Year Data						
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bases in a sum of the bases may not equal total complaints and findings. $1 \bigcirc 0 \bigcirc $												2009 Th	ru 6-30
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Reprisal 3 25% 10 34% 6 50% 5 # 11 69%													
Sex 5 42% 10 34% 7 58% 7 # 6 38%				3	25%			6		5	#		
	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		1	6%
Age			3	25%	5	17%	2	17%	4	#	2	13%
Disability			5	42%	3	10%	0		2	#	3	19%
Non-EEO			0	0%	0	0%	0	0%	0	0%	0	0%
Findings After Hearing			10		25		10	1	21	1	15	
Findings After Hearing Race			10	100%	25 18	86%	2	50%	21 7	#	6	100%
Color			0	0%	10	50%	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		8	#	2	100%
Equal Pay Act			0	0%	0	0%	0		0		0	
Age Disability			3	100% 80%	5	<u>100%</u> 100%	2	100% 0%	4	#	2	100% 67%
Non-EEO			4	0%	0	0%	0		0		2	
Non-Leo	ļ			070	0	070	<u> </u>	070		070	U	10070
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%
Religion			0	0	0	0	0		0		0	0%
Reprisal			0	0	0	0	2		0		0	0%
Sex National Origin			0	0	0	0	2	29% 0%	0		0	0% 0%
Equal Pay Act			0	0	0	0	0		0		0	0%
Age			0	0	0	0	0		0		0	0%
Disability			1	20%	0	0	0		0		1	33%
Non-EEO			0	0	0	0	0	0%	0	0%	0	0%
Findings of Discrimination					omparati	ve Data Il Year Data					2000 Th	ru 6-30
Rendered by Issue		1									2007 11	nu 0-30
	20	004	20	05		2006	20	07	20	08		
Rendered by Issue	#	004 %	20 #	05 %	#	2006 %	200 #	07 %	#	08 %	#	%
Total Number Findings			_	%			-	-	# 21		# 16	%
Total Number Findings Appointment/Hire			# 12 2	% 17%	# 29 4	% 14%	# 12 1	% 8%	# 21 2	% #	16 0	0%
Total Number Findings Appointment/Hire Assignment of Duties			# 12 2 2	% 17% 17%	# 29 4 1	% 14% 3%	# 12 1 1	% 8% 8%	# 21 2 1	% # 5%	16 0 3	0% 19%
Total Number Findings Appointment/Hire Assignment of Duties Awards			# 12 2 2 0	% 17% 17% 0%	# 29 4 1 1	% 14% 3% 3%	# 12 1 1 0	% 8% 8% 0%	# 21 2 1 0	% # 5% 0%	16 0 3 0	0% 19% 0%
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time			# 12 2 2 0 0	% 17% 17% 0% 0%	# 29 4 1 1 0	% 14% 3% 3% 0%	# 12 1 1 0 0	% 8% 8% 0% 0%	# 21 2 1 0 0	% # 5% 0%	16 0 3 0 0	0% 19% 0% 0%
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action			# 12 2 2 0 0 0 0	% 17% 17% 0% 0% 0%	# 29 4 1 1 0 2	% 14% 3% 3% 0% 7%	# 12 1 1 0 0 0 0	% 8% 8% 0% 0%	# 21 2 1 0 0 0	% # 5% 0% 0%	16 0 3 0 0 0	0% 19% 0% 0%
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion			# 12 2 2 0 0	% 17% 17% 0% 0%	# 29 4 1 1 0	% 14% 3% 3% 0%	# 12 1 1 0 0	% 8% 0% 0% 0% 0%	# 21 2 1 0 0	% # 5% 0% 0% 0% 0%	16 0 3 0 0	0% 19% 0% 0%
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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%
Disciplinary Action		0	0%	0		0	0%	0		0	0%
Demotion		0	0%	0		0	0%	0		2	100%
Reprimand		0	0%	2	100%	0	0%	0		0	0%
Suspension Removal		0	0% 0%	0		0	100% 0%	0		0	<u>0%</u> 100%
Other		0	0%	0		1	100%	0		0	0%
Evaluation Appraisal		0	0%	1	50%	0	0%	0		0	0%
Examination/Test		0	0%	0	-	0	0%	0		0	0%
Harassment		1	100%	7		2	100%	5		0	0%
Non-Sexual Sexual		1	<u>100%</u> 0%	5		2	100% 0%	5		9	<u>100%</u> 0%
Medical Examination		0	0%	1	100%	0	0%	0		0	0%
Pay (Including Overtime)		0	0%	1	100%	1	100%	0		0	0%
Promotion/Non-Selection		4	100%	10	100%	2	100%	11		2	100%
Reassignment		0	0%	0		0	0%	0		0	0%
Denied		0	0%	0		0	0%	0		0	0%
Directed Reasonable Accommodation		0	0% 0%	0		0	0% 0%	0		1	100% 0%
Reinstatement		0	0%	0		0	0%	0		0	0%
Retirement		0	0%	0		0	0%	0		0	0%
Termination		1	50%	5		0	0%	2	#	3	100%
Terms/Conditions of		0	0%	3	100%	2	100%	2		2	100%
Employment			00/	0	00/	2	1000/	0	#		1000/
Time and Attendance Training		0	0% 0%	0		2	100% 0%	0		1	100% 0%
Other		0	0%	0		1	100%	0		1	100%
				-		-				-	
Findings Without Hearing		2		4		2		0		1	
Appointment/Hire		0	0%	0		0	0%	0		0	0%
Assignment of Duties Awards		0	0% 0%	0		0	0% 0%	0		0	0% 0%
Conversion to Full-time		0	0%	0		0	0%	0		0	0%
Disciplinary Action		0	0%	0		0	0%	0		0	0%
Demotion		0	0%	0		0	0%	0		0	0%
Reprimand		0	0%	0		0	0%	0		0	0%
Suspension Removal		0	0% 0%	0		0	0% 0%	0		0	0% 0%
Other		0	0%	0		0	0%	0		0	0%
Duty Hours		0	0%	0		0	0%	0		0	0%
Evaluation Appraisal		0	0%	1	50%	0	0%	0		0	0%
Examination/Test		0	0%	0		0	0%	0		0	0%
Harassment Non-Sexual		0	0% 0%	4	0070	0	0% 0%	0		0	<u>0%</u> 0%
Sexual		0	0%	4		0	0%	0		0	0%
Medical Examination		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%
Reassignment		0	0%	0		2	100% 0%	0		0	0%
Denied Directed		0	0% 0%	0		0	0% 100%	0		0	0% 0%
Reasonable Accommodation		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%
Termination		1	50%	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%
Other		0	0%	0	0%	0	0%	0	0%	0	0%
Pending Complaints Filed	00000	parative E)ata								
in Previous Fiscal Years by		Fiscal Ye			2009 Thru 6						
Status 200		2006	2007	2008	30						
Total complaints from previous Fiscal Years	2595	2096	1411	1382	1953						

Total Complainants		2262	1758	1315	1280	1751			
Number complaints pendin	g								
Investigation		997	480	147	164	442			
Hearing		652	574	438	468	593			
Final Action		651	683	679	649	670			
Appeal with EEOC Office		254	188	147	164	248			
of Federal Operations									
		Comp	oarative [Data		2009 Thru 6			
Complaint Investigations		Previous	Fiscal Ye	ear Data		2009 Initu 8 30			
	2004	2005	2006	2007	2008	30			
Pending Complaints Where						279			
Investigations Exceeds									
Required Time Frames		634	154	367	375				