

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: DHS

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	1345	1255	1482	1275	1288	1121
Number of Complainants	1295	1206	1423	1236	1221	1062
Repeat Filers	43	40	54	36	59	55
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	463	459	538	455	505	398
Color	176	193	202	161	207	144
Religion	64	61	69	53	57	62
Reprisal	720	640	765	670	716	612
Sex	476	459	515	459	501	392
PDA	23	14	18	18	15	15
National Origin	222	207	269	181	222	202

Equal Pay Act	4	9	4	2	2	4
Age	426	391	415	386	432	338
Disability	356	342	423	411	418	328
Genetics	10	5	6	5	7	7
Non-EEO	79	105	87	66	88	102
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	91	89	103	97	110	66
Assignment of Duties	145	142	223	145	190	202
Awards	27	24	23	19	24	15
Conversion to Full Time/Perm Status	3	1	0	0	0	0
Disciplinary Action						
Demotion	12	12	14	11	10	12
Reprimand	58	77	78	56	71	51
Suspension	88	90	88	66	73	58
Removal	56	38	39	38	22	34
Duty Hours	42	24	26	20	26	30
Perf. Eval./ Appraisal	143	146	147	131	134	123
Examination/Test	16	6	27	14	11	6
Harassment						
Non-Sexual	614	522	642	621	692	542
Sexual	38	46	68	47	52	31
Medical Examination	33	16	33	37	29	15

Pay including overtime	49	64	44	51	58	45
Promotion/Non-Selection	309	292	241	219	200	163
Reassignment						
Denied	38	34	34	24	24	16
Directed	48	54	53	42	39	27
Reasonable Accommodation Disability	96	103	115	132	125	90
Reinstatement	5	2	7	2	2	2
Religious Accommodation	11	9	12	7	9	12
Retirement	4	5	4	8	10	11
Sex-Stereotyping	2	1	1	0	1	0
Telework	21	21	19	14	30	22
Termination	94	112	157	131	142	103
Terms/Conditions of Employment	138	172	238	171	131	110
Time and Attendance	88	101	109	104	108	127
Training	48	59	35	40	40	25
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	294.24	249.03	274.07	287.96	241.44	276.41
Average number of days in final action	103.58	138.46	108.46	124.52	160.89	200.66
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	287.81	240.18	252.38	271.05	226.39	251.98

Average number of days in final action	57.94	71.65	66.27	72.65	88.26	83.52						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	296.04	262.72	307.43	309.71	271.93	311.19						
Average number of days in final action	164.68	194.28	178.38	284.60	347.92	367.47						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2021Thru09-30	
	2016	2017	2018	2019	2020							
Total Complaints Dismissed by Agency	58	109	183	95	108	82						
Average days pending prior to dismissal	217	213	278	190	321	233						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	140	120	130	148	139	108						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021Thru09-30	
	2016	2017	2018	2019	2020							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	18		13		11		19		46		10	
Without Hearing	11	61	11	85	4	36	15	79	21	46	6	60
With Hearing	7	39	2	15	7	64	4	21	25	54	4	40

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 09-30	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Total Number Findings	16		11		8		15		44		10
Race	3	19	1	9	2	25	6	40	10	23	1	10
Color	1	6	0	0	2	25	1	7	4	9	0	0
Religion	1	6	0	0	0	0	0	0	0	0	0	0
Reprisal	8	50	6	55	8	100	5	33	22	50	3	30
Sex	12	75	4	36	2	25	5	33	14	32	3	30
PDA	0	0	0	0	0	0	0	0	1	2	0	0
National Origin	4	25	1	9	1	13	0	0	9	20	1	10
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	13	3	27	0	0	5	33	13	30	1	10
Disability	4	25	4	36	4	50	4	27	16	36	5	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	2	13	0	0	0	0	0	0	4	9	0	0
Findings After Hearing	7		2		7		4		25		4	
Race	2	29	1	50	2	29	1	25	4	16	0	0
Color	0	0	0	0	2	29	0	0	1	4	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	86	1	50	7	100	2	50	14	56	1	25

Sex	6	86	0	0	2	29	1	25	7	28	1	25
PDA	0	0	0	0	0	0	0	0	1	4	0	0
National Origin	3	43	0	0	1	14	0	0	6	24	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	29	0	0	0	0	0	0	8	32	0	0
Disability	2	29	0	0	4	57	1	25	11	44	2	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	14	0	0	0	0	0	0	2	8	0	0
Findings Without Hearing	9		9		1		11		19		6	
Race	1	11	0	0	0	0	5	45	6	32	1	17
Color	1	11	0	0	0	0	1	9	3	16	0	0
Religion	1	11	0	0	0	0	0	0	0	0	0	0
Reprisal	2	22	5	56	1	100	3	27	8	42	2	33
Sex	6	67	4	44	0	0	4	36	7	37	2	33
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	11	1	11	0	0	0	0	3	16	1	17
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	3	33	0	0	5	45	5	26	1	17
Disability	2	22	4	44	0	0	3	27	5	26	3	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	11	0	0	0	0	0	0	2	11	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 09-30	
	2016		2017		2018		2019		2020		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	16		11		8		15		42		10	
Appointment/Hire	1	6	0	0	0	0	1	7	3	7	0	0
Assignment of Duties	2	13	3	27	0	0	1	7	4	10	1	10
Awards	1	6	0	0	0	0	1	7	2	5	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	1	10
Reprimand	1	6	0	0	0	0	0	0	1	2	0	0
Suspension	0	0	0	0	0	0	1	7	1	2	0	0
Removal	0	0	0	0	1	13	2	13	1	2	1	10
Duty Hours	1	6	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	13	2	13	8	19	0	0
Examination/Test	0	0	1	9	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	8	50	3	27	3	38	6	40	19	45	3	30
Sexual	4	25	0	0	1	13	0	0	5	12	1	10
Medical Examination	0	0	0	0	1	13	0	0	2	5	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	4	25	2	18	1	13	2	13	9	21	0	0
Reassignment												

Denied	0	0	0	0	1	13	0	0	1	2	0	0
Directed	1	6	0	0	1	13	1	7	5	12	0	0
Reasonable Accommodation Disability	2	13	1	9	0	0	2	13	2	5	3	30
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	2	5	0	0
Termination	0	0	1	9	0	0	1	7	0	0	0	0
Terms/Conditions of Employment	1	6	3	27	1	13	3	20	5	12	1	10
Time and Attendance	1	6	0	0	0	0	1	7	1	2	1	10
Training	0	0	0	0	0	0	1	7	0	0	0	0
Other - User Define												
Findings After Hearing	7		2		7		4		24		4	
Appointment/Hire	0	0	0	0	0	0	0	0	3	13	0	0
Assignment of Duties	1	14	0	0	0	0	1	25	3	13	0	0
Awards	1	14	0	0	0	0	1	25	1	4	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	1	25
Reprimand	1	14	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	4	0	0

Other - User Define												
Findings Without Hearing	9		9		1		11		18		6	
Appointment/Hire	1	11	0	0	0	0	1	9	0	0	0	0
Assignment of Duties	1	11	3	33	0	0	0	0	1	6	1	17
Awards	0	0	0	0	0	0	0	0	1	6	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	0	0	0	0	0	0	0	0	1	6	0	0
Suspension	0	0	0	0	0	0	1	9	0	0	0	0
Removal	0	0	0	0	0	0	1	9	0	0	1	17
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	2	18	3	17	0	0
Examination/Test	0	0	1	11	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	44	3	33	0	0	4	36	7	39	3	50
Sexual	2	22	0	0	0	0	0	0	4	22	1	17
Medical Examination	0	0	0	0	0	0	0	0	1	6	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	11	0	0	1	100	1	9	5	28	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	11	0	0	0	0	1	9	2	11	0	0

Reasonable Accommodation Disability	1	11	1	11	0	0	2	18	1	6	1	17
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	1	6	0	0
Termination	0	0	1	11	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	3	33	0	0	3	27	2	11	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	6	1	17
Training	0	0	0	0	0	0	1	9	0	0	0	0
Other - User Define												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data							2021Thru09-30				
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	1656	1982	1964	2057	1937	1627						
Total Complainants	1529	1807	1768	1877	1790	1496						
Number complaints pending												
Investigation	167	192	85	109	90	162						
ROI issued, pending Complainant's action	11	24	22	32	10	15						
Hearing	1194	1527	1521	1415	1241	1057						
Final Agency Action	230	228	305	486	560	369						
Appeal with EEOC Office of Federal Operations	669	754	923	1136	1290	1408						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	189	204	163	126	110	239