

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

For 4th Quarter 2022 for period ending September 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	1275	1504	1300	1314	1152	1637
Number of Complainants	1227	1447	1261	1250	1086	1559
Repeat Filers	38	52	35	57	59	78
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	464	545	466	497	403	463
Color	194	201	162	202	146	211
Religion	61	68	55	58	64	529
Reprisal	645	768	669	710	627	689
Sex	465	526	471	496	401	517
PDA	13	19	17	15	15	16
National Origin	207	264	183	228	204	213

Equal Pay Act	11	6	3	4	4	2
Age	390	409	382	424	341	420
Disability	337	416	411	413	331	506
Genetics	4	6	4	6	9	29
Non-EEO	103	90	69	91	103	116
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.	2017	2018	2019	2020	2021	
Appointment/Hire	87	98	94	110	67	85
Assignment of Duties*	139	224	140	187	202	0
Awards	24	20	21	24	18	30
Conversion to Full Time/Perm Status*	1	0	0	0	0	0
Disciplinary Action						
Demotion	12	16	11	12	12	9
Reprimand**	79	81	60	65	57	0
Suspension	88	87	63	67	58	65
Removal	36	40	38	26	35	35
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	60	0	0	0	0	161
Other 2**	0	0	0	0	0	0
Duty Hours*	23	28	21	23	29	0

Perf. Eval./ Appraisal	150	150	137	130	132	136
Examination/Test	7	27	14	11	6	16
Harassment						
Non-Sexual	527	645	618	690	551	643
Sexual	46	70	47	52	31	49
Medical Examination	16	33	36	27	15	199
Pay including overtime	62	44	49	55	44	54
Promotion/Non-Selection	288	240	218	199	167	203
Reassignment						
Denied	34	32	22	23	16	28
Directed	53	56	42	38	27	50
Reasonable Accommodation Disability	100	114	130	122	88	117
Reinstatement*	3	7	2	2	2	0
Religious Accommodation	10	12	7	10	10	41
Retirement*	5	3	8	9	11	0
Sex-Stereotyping	1	1	0	1	0	0
Telework	20	21	12	29	21	28
Termination	113	155	129	135	102	111
Terms/Conditions of Employment*	173	235	172	127	119	0
Time and Attendance	98	105	103	96	124	116
Training	55	40	42	40	25	65
Other Terms/Conditions of Employment*	0	0	0	0	0	732
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	9	0	0	0	0	0
User Defined - Other 3*	2	0	0	0	0	0

User Defined - Other 4*	1	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	248.21	274.04	286.32	239.84	272.21	264.51
Average number of days in final action	137.42	108.31	124.96	160.91	200.36	117.86
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	237.05	247.87	272.03	224.82	251.10	272.56
Average number of days in final action	70.40	68.06	73.65	89.13	83.48	76.02
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	264.53	308.53	301.97	264.85	298.72	249.25
Average number of days in final action	188.34	167.36	271.78	328.82	366.60	176.44
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	111	188	98	113	103	129
Average days pending prior to dismissal	213	271	187	309	218	247
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	111	120	140	134	110	137

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022Thru09-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	14		9		15		46		14		23	
Without Hearing	12	86	4	44	15	100	21	46	10	71	16	70
With Hearing	2	14	5	56	0	0	25	54	4	29	7	30
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022Thru09-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
<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	12		6		15		44		10		23	
Race	2	17	1	17	6	40	11	25	1	10	1	4
Color	0	0	1	17	1	7	4	9	0	0	1	4
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	7	58	6	100	5	33	22	50	3	30	17	74
Sex	4	33	2	33	5	33	14	32	3	30	2	15
PDA	0	0	0	0	0	0	1	2	0	0	0	0
National Origin	1	8	0	0	0	0	9	20	1	10	1	4
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	25	0	0	5	33	13	30	1	10	3	13
Disability	4	33	2	33	4	27	16	36	5	50	17	74
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	4	9	0	0	0	0

Findings After Hearing	2		5		4		25		4		7	
Race	1	50	1	20	1	25	5	20	0	0	1	14
Color	0	0	1	20	0	0	1	4	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	5	100	2	50	14	56	1	25	6	86
Sex	0	0	2	40	1	25	7	28	1	25	2	29
PDA	0	0	0	0	0	0	1	4	0	0	0	0
National Origin	0	0	0	0	0	0	6	24	0	0	2	29
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	8	32	0	0	2	29
Disability	0	0	2	40	1	25	11	44	2	50	5	71
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	2	8	0	0	0	0
Findings Without Hearing	10		1		11		19		6		16	
Race	1	10	0	0	5	45	6	32	1	17	0	0
Color	0	0	0	0	1	9	3	16	0	0	1	6
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	60	1	100	3	27	8	42	2	33	11	65
Sex	4	40	0	0	4	36	7	37	2	33	1	6
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	10	0	0	0	0	3	16	1	17	1	6
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	30	0	0	5	45	5	26	1	17	1	6

Disability	4	40	0	0	3	27	5	26	3	50	7	41
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	2	11	0	0	0	0

Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022Thru09-30	
	2017		2018		2019		2020		2021		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	12		6		15		42		10		23	
Appointment/Hire	0	0	0	0	1	7	3	7	0	0	0	0
Assignment of Duties*	3	25	0	0	1	7	4	10	1	10	0	0
Awards	0	0	0	0	1	7	2	5	0	0	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	1	10	1	4
Reprimand**	0	0	0	0	0	0	1	2	0	0	0	0
Suspension	0	0	0	0	1	7	1	2	0	0	0	0
Removal	0	0	1	17	2	13	1	2	1	10	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	17	2	13	8	19	0	0	1	4
Examination/Test	1	8	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	33	2	33	6	40	19	45	3	30	10	42

Promotion/Non-Selection	2	100	0	0	1	25	4	17	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	4	0	0	0	0
Directed	0	0	0	0	0	0	3	13	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	4	2	50	4	57
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	1	4	0	0	0	0
Termination	0	0	0	0	1	25	0	0	0	0	1	14
Terms/Conditions of Employment*	0	0	1	20	0	0	3	13	1	25	0	0
Time and Attendance	0	0	0	0	1	25	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	2	29
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	10		1		11		18		6		16	
Appointment/Hire	0	0	0	0	1	9	0	0	0	0	0	0
Assignment of Duties*	3	30	0	0	0	0	1	6	1	17	0	0
Awards	0	0	0	0	0	0	1	6	0	0	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	1	6	0	0	0	0
Suspension	0	0	0	0	1	9	0	0	0	0	0	0
Removal	0	0	0	0	1	9	0	0	1	17	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	2	18	3	17	0	0	1	6
Examination/Test	1	10	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	40	0	0	4	36	7	39	3	50	8	47
Sexual	0	0	0	0	0	0	4	22	1	17	1	6
Medical Examination	0	0	0	0	0	0	1	6	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	100	1	9	5	28	0	0	3	18
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	9	2	11	0	0	0	0

Reasonable Accommodation Disability	1	10	0	0	2	18	1	6	1	17	3	18
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	1	6	0	0	0	0
Termination	1	10	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	3	30	0	0	3	27	2	11	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	6	1	17	1	6
Training	0	0	0	0	1	9	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	4	24
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2022Thru09-30						
	2017	2018	2019	2020	2021							
Total complaints from previous Fiscal Years	2083	2092	2169	2045	1654	1184						
Total Complainants	1914	1892	1984	1885	1517	1110						

Number complaints pending						
Investigation	214	90	114	88	163	257
ROI issued, pending Complainant's action	28	24	32	10	15	5
Hearing	1590	1597	1488	1302	1069	802
Final Agency Action	215	308	500	596	381	124
Appeal with EEOC Office of Federal Operations	818	978	1187	1364	1415	1404
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	228	169	136	120	243	377