

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

## DHS (and below)

For 1st Quarter 2023 for period ending December 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	1504	1300	1314	1152	1809	366
Number of Complainants	1447	1261	1250	1086	1703	363
Repeat Filers	52	35	57	59	99	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru12-31
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	545	466	497	403	463	115
Color	201	162	202	146	211	41
Religion	68	55	58	64	529	42
Reprisal	768	669	710	627	689	177
Sex	526	471	496	401	517	117
PDA	19	17	15	15	16	6
National Origin	264	183	228	204	213	71
Equal Pay Act	6	3	4	4	2	1

Age	409	382	424	341	420	100
Disability	416	411	413	331	506	116
Genetics	6	4	6	9	29	2
Non-EEO	90	69	91	103	116	34
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru12-31</b>
<b>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.</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	98	94	110	67	85	24
Assignment of Duties*	224	140	187	202	0	0
Awards	20	21	24	18	30	4
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	16	11	12	12	9	2
Reprimand**	81	60	65	57	0	0
Suspension	87	63	67	58	65	17
Removal	40	38	26	35	35	6
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	161	27
Other 2**	0	0	0	0	0	0
Duty Hours*	28	21	23	29	0	0
Perf. Eval./ Appraisal	150	137	130	132	136	21
Examination/Test	27	14	11	6	16	1
<b>Harassment</b>						
Non-Sexual	645	618	690	551	643	160
Sexual	70	47	52	31	49	7

Medical Examination	33	36	27	15	199	11
Pay including overtime	44	49	55	44	54	11
Promotion/Non-Selection	240	218	199	167	203	52
<b>Reassignment</b>						
Denied	32	22	23	16	28	3
Directed	56	42	38	27	50	9
Reasonable Accommodation Disability	114	130	122	88	117	35
Reinstatement*	7	2	2	2	0	0
Religious Accommodation	12	7	10	10	41	3
Retirement*	3	8	9	11	0	0
Sex-Stereotyping	1	0	1	0	0	1
Telework	21	12	29	21	28	8
Termination	155	129	135	102	111	29
Terms/Conditions of Employment*	235	172	127	119	0	0
Time and Attendance	105	103	96	124	116	27
Training	40	42	40	25	65	11
Other Terms/Conditions of Employment*	0	0	0	0	732	109
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru12-31</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Complaints pending during fiscal year						
Average number of days in investigation	274.04	286.32	239.84	272.21	264.51	261.75
Average number of days in final action	108.31	124.96	160.91	200.36	117.86	34.24
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	247.87	272.03	224.82	251.10	272.56	264.68						
Average number of days in final action	68.06	73.65	89.13	83.48	76.02	28.92						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	308.53	301.97	264.85	298.72	249.25	257.10						
Average number of days in final action	167.36	271.78	328.82	366.60	176.44	45.35						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023Thru12-31</b>	
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total Complaints Dismissed by Agency	188	98	113	103	249						37	
Average days pending prior to dismissal	271	187	309	218	139						171	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	120	140	134	110	139						56	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023Thru12-31</b>	
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	9		15		46		14		0		0	
Without Hearing	4	44	15	100	21	46	10	71	0	0	0	0
With Hearing	5	56	0	0	25	54	4	29	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023Thru12-31</b>	
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	6		15		44		10		24		11	

Race	1	17	6	40	11	25	1	10	1	4	3	27
Color	1	17	1	7	4	9	0	0	1	4	1	9
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	100	5	33	22	50	3	30	17	71	6	55
Sex	2	33	5	33	14	32	3	30	3	13	4	36
PDA	0	0	0	0	1	2	0	0	0	0	0	0
National Origin	0	0	0	0	9	20	1	10	3	13	3	27
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	5	33	13	30	1	10	3	13	3	27
Disability	2	33	4	27	16	36	5	50	12	50	3	27
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	4	9	0	0	0	0	1	9
<b>Findings After Hearing</b>												
Race	5		4		25		4		7		10	
Color	1	20	1	25	5	20	0	0	1	14	3	30
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	5	100	2	50	14	56	1	25	6	86	5	50
Sex	2	40	1	25	7	28	1	25	2	29	4	40
PDA	0	0	0	0	1	4	0	0	0	0	0	0
National Origin	0	0	0	0	6	24	0	0	2	29	3	30
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	8	32	0	0	2	29	3	30
Disability	2	40	1	25	11	44	2	50	5	71	3	30
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	2	8	0	0	0	0	1	10
<b>Findings Without Hearing</b>												
Race	0	0	5	45	6	32	1	17	0	0	0	0
Color	0	0	1	9	3	16	0	0	1	6	0	0

Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	3	27	8	42	2	33	11	65	1	100
Sex	0	0	4	36	7	37	2	33	1	6	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	3	16	1	17	1	6	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	5	45	5	26	1	17	1	6	0	0
Disability	0	0	3	27	5	26	3	50	7	41	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	2	11	0	0	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										2023Thru12-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	6		15		42		10		24		11	
Appointment/Hire	0	0	1	7	3	7	0	0	0	0	0	0
Assignment of Duties*	0	0	1	7	4	10	1	10	0	0	0	0
Awards	0	0	1	7	2	5	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	1	10	1	4	0	0
Reprimand**	0	0	0	0	1	2	0	0	0	0	0	0
Suspension	0	0	1	7	1	2	0	0	0	0	0	0
Removal	1	17	2	13	1	2	1	10	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	1	9
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	17	2	13	8	19	0	0	1	4	1	9

Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	33	6	40	19	45	3	30	10	42	6	55
Sexual	1	17	0	0	5	12	1	10	1	4	2	18
Medical Examination	1	17	0	0	2	5	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	17	2	13	9	21	0	0	3	13	4	36
Reassignment												
Denied	0	0	0	0	1	2	0	0	0	0	1	9
Directed	0	0	1	7	5	12	0	0	0	0	1	9
Reasonable Accommodation Disability	0	0	2	13	2	5	3	30	7	29	3	27
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	2	5	0	0	0	0	0	0
Termination	0	0	1	7	0	0	0	0	1	4	0	0
Terms/Conditions of Employment*	1	17	3	20	5	12	1	10	0	0	0	0
Time and Attendance	0	0	1	7	1	2	1	10	1	4	1	9
Training	0	0	1	7	0	0	0	0	0	0	1	9
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	6	25	1	9
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
<b>Findings After Hearing</b>	5		4		24		4		7		10	
Appointment/Hire	0	0	0	0	3	13	0	0	0	0	0	0

Assignment of Duties*	0	0	1	25	3	13	0	0	0	0	0	0
Awards	0	0	1	25	1	4	0	0	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	1	25	1	14	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	4	0	0	0	0	0	0
Removal	1	20	1	25	1	4	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	1	10
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	20	0	0	5	21	0	0	0	0	1	10
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	40	2	50	12	50	0	0	2	29	6	60
Sexual	1	20	0	0	1	4	0	0	0	0	2	20
Medical Examination	1	20	0	0	1	4	0	0	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	25	4	17	0	0	0	0	4	40
Reassignment												
Denied	0	0	0	0	1	4	0	0	0	0	1	10
Directed	0	0	0	0	3	13	0	0	0	0	1	10
Reasonable Accommodation Disability	0	0	0	0	1	4	2	50	4	57	2	20
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	1	4	0	0	0	0	0	0
Termination	0	0	1	25	0	0	0	0	1	14	0	0



Terms/Conditions of Employment*	1	20	0	0	3	13	1	25	0	0	0	0
Time and Attendance	0	0	1	25	0	0	0	0	0	0	1	10
Training	0	0	0	0	0	0	0	0	0	0	1	10
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	2	29	1	10
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
<b>Findings Without Hearing</b>	1		11		18		6		17		1	
Appointment/Hire	0	0	1	9	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	1	6	1	17	0	0	0	0
Awards	0	0	0	0	1	6	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	1	6	0	0	0	0	0	0
Suspension	0	0	1	9	0	0	0	0	0	0	0	0
Removal	0	0	1	9	0	0	1	17	0	0	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	2	18	3	17	0	0	1	6	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	0	0	4	36	7	39	3	50	8	47	0	0
Sexual	0	0	0	0	4	22	1	17	1	6	0	0
Medical Examination	0	0	0	0	1	6	0	0	0	0	0	0

Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	1	9	5	28	0	0	3	18	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	9	2	11	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	18	1	6	1	17	3	18	1	100
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	1	6	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	3	27	2	11	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	6	1	17	1	6	0	0
Training	0	0	1	9	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	4	24	0	0
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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2023Thru12-31</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total complaints from previous Fiscal Years	2092	2169	2045	1654	1184	2133						
Total Complainants	1892	1984	1885	1517	1110	1970						
<b>Number complaints pending</b>												
Investigation	90	114	88	163	257	1003						

ROI issued, pending Complainant's action	24	32	10	15	5	56
Hearing	1597	1488	1302	1069	802	937
Final Agency Action	308	500	596	381	124	127
Appeal with EEOC Office of Federal Operations	978	1187	1364	1415	1404	1200
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 12-31</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	169	136	120	243	377	443