

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

DHS (and below)

For 2nd Quarter 2023 for period ending March 31, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	1517	1304	1321	1163	1802	684
Number of Complainants	1456	1262	1252	1091	1698	670
Repeat Filers	56	39	61	63	98	12
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	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	523	431	479	394	466	219
Color	208	167	213	163	218	90
Religion	70	55	59	71	526	71
Reprisal	786	689	735	682	701	322
Sex	535	475	511	418	520	222
PDA	19	18	15	17	17	8
National Origin	272	188	235	218	215	122
Equal Pay Act	6	3	3	4	2	1

Age	419	387	434	370	426	170
Disability	428	419	427	351	510	210
Genetics	6	5	7	8	29	3
Non-EEO	89	71	91	101	117	56
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
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.	2018	2019	2020	2021	2022	
Appointment/Hire	103	97	112	67	84	43
Assignment of Duties*	0	0	0	0	0	0
Awards	25	22	27	25	31	9
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	15	12	13	11	9	3
Reprimand**	0	0	0	0	0	0
Suspension	88	66	74	64	65	31
Removal	39	38	28	34	34	13
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	152	125	123	129	156	58
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	161	144	144	143	139	51
Examination/Test	27	14	12	5	15	4
Harassment						
Non-Sexual	657	636	708	585	648	294
Sexual	68	47	53	32	50	20

Medical Examination	34	39	31	18	199	19
Pay including overtime	49	54	59	36	53	24
Promotion/Non-Selection	248	222	207	175	206	93
Reassignment						
Denied	35	23	26	19	27	6
Directed	58	44	40	31	51	15
Reasonable Accommodation Disability	118	133	129	90	118	61
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	12	7	10	13	43	11
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	1	0	1	0	0	1
Telework	21	15	32	23	27	14
Termination	158	132	143	108	112	64
Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	111	107	112	123	115	47
Training	40	42	38	29	61	18
Other Terms/Conditions of Employment*	490	345	348	348	721	199
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	272.41	286.06	239.73	272.24	264.94	274.25
Average number of days in final action	107.72	122.71	158.85	198.83	117.79	32.19
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	253.54	271.54	226.53	253.99	272.41	275.09						
Average number of days in final action	65.43	71.48	86.91	82.84	76.02	28.02						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	300.53	303.44	266.48	296.21	250.10	274.98						
Average number of days in final action	177.73	284.60	346.75	366.73	177.12	40.50						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2023Thru03-31	
	2018	2019	2020	2021	2022							
Total Complaints Dismissed by Agency	185	94	109	78	123						105	
Average days pending prior to dismissal	276	190	319	236	242						143	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	139	153	143	120	140						105	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023Thru03-31	
	2018	2019	2020	2021	2022							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023Thru03-31	
	2018	2019	2020	2021	2022							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		15		44		9		23		15	

Race	2	25	5	33	9	20	1	11	1	4	6	40
Color	2	25	1	7	4	9	0	0	1	4	3	20
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	8	100	5	33	22	50	2	22	16	70	7	47
Sex	2	25	5	33	14	32	3	33	3	13	8	53
PDA	0	0	0	0	1	2	0	0	0	0	0	0
National Origin	1	13	0	0	9	20	1	11	3	13	3	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	7
Age	0	0	5	33	13	30	1	11	3	13	3	20
Disability	4	50	4	27	16	36	5	56	12	52	4	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	7
Findings After Hearing												
Race	7		4		25		3		7		13	
Color	2	29	1	25	3	12	0	0	1	14	6	46
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	7	100	2	50	14	56	0	0	6	86	6	46
Sex	2	29	1	25	7	28	1	33	2	29	7	54
PDA	0	0	0	0	1	4	0	0	0	0	0	0
National Origin	1	14	0	0	6	24	0	0	2	29	3	23
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	23
Disability	4	57	1	25	11	44	2	67	5	71	4	31
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	8
Findings Without Hearing												
Race	1		11		19		6		16		2	
Color	0	0	4	36	6	32	1	17	0	0	0	0
	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	10	63	1	50
Sex	0	0	4	36	7	37	2	33	1	6	1	50
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	1	50
Age	0	0	5	45	5	26	1	17	1	6	0	0
Disability	0	0	3	27	5	26	3	50	7	44	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										2023Thru03-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		15		42		9		23		15	
Appointment/Hire	0	0	1	7	3	7	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	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
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	4	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	7	1	2	0	0	0	0	0	0
Removal	1	13	2	13	1	2	1	11	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	1	2	0	0	0	0	2	13
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	13	2	13	8	19	0	0	1	4	2	13

Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	38	6	40	19	45	3	33	9	39	6	40
Sexual	1	13	0	0	5	12	1	11	1	4	2	13
Medical Examination	1	13	0	0	2	5	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	1	7
Promotion/Non-Selection	1	13	2	13	9	21	0	0	3	13	5	33
Reassignment												
Denied	1	13	0	0	1	2	0	0	0	0	1	7
Directed	1	13	1	7	5	12	0	0	0	0	1	7
Reasonable Accommodation Disability	0	0	2	13	2	5	3	33	7	30	3	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	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*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	7	1	2	1	11	1	4	2	13
Training	0	0	1	7	0	0	0	0	0	0	1	7
Other Terms/Conditions of Employment*	1	13	4	27	7	17	2	22	6	26	2	13
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 After Hearing	7		4		24		3		7		13	
Appointment/Hire	0	0	0	0	3	13	0	0	0	0	0	0

Assignment of Duties*	0	0	0	0	0	0	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	0	0	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	14	1	25	1	4	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	2	15
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	14	0	0	5	21	0	0	0	0	2	15
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	43	2	50	12	50	0	0	2	29	6	46
Sexual	1	14	0	0	1	4	0	0	0	0	2	15
Medical Examination	1	14	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	5	38
Reassignment												
Denied	1	14	0	0	1	4	0	0	0	0	1	8
Directed	1	14	0	0	3	13	0	0	0	0	1	8
Reasonable Accommodation Disability	0	0	0	0	1	4	2	67	4	57	2	15
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*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	25	0	0	0	0	0	0	2	15
Training	0	0	0	0	0	0	0	0	0	0	1	8
Other Terms/Conditions of Employment*	1	14	1	25	4	17	1	33	2	29	2	15
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	1		11		18		6		16		2	
Appointment/Hire	0	0	1	9	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	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
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	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	1	6	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
Harassment												
Non-Sexual	0	0	4	36	7	39	3	50	7	44	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	1	50
Promotion/Non-Selection	1	100	1	9	5	28	0	0	3	19	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	19	1	50
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	0	0	0	0	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	3	27	3	17	1	17	4	25	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2023Thru03-31					
	Previous Fiscal Year Data											
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	1910	1987	1844	1508	1128	1810						
Total Complainants	1719	1813	1703	1385	1057	1685						
Number complaints pending												
Investigation	84	110	89	154	254	748						

ROI issued, pending Complainant's action	22	32	10	15	5	35
Hearing	1480	1363	1184	989	750	888
Final Agency Action	292	465	523	328	121	138
Appeal with EEOC Office of Federal Operations	761	974	1127	1019	1159	1217
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	167	128	112	238	370	508