

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

DHS (and below)

For 3rd Quarter 2023 for period ending June 30, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	1504	1300	1314	1152	1809	979
Number of Complainants	1447	1261	1250	1086	1703	951
Repeat Filers	52	35	57	59	99	26
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	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	323
Color	201	162	202	146	211	138
Religion	68	55	58	64	529	106
Reprisal	768	669	710	627	689	474
Sex	526	471	496	401	517	320
PDA	19	17	15	15	16	14
National Origin	264	183	228	204	213	182
Equal Pay Act	6	3	4	4	2	2

Age	409	382	424	341	420	267
Disability	416	411	413	331	506	302
Genetics	6	4	6	9	29	8
Non-EEO	90	69	91	103	116	74
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
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.	2018	2019	2020	2021	2022	
Appointment/Hire	98	94	110	67	85	58
Assignment of Duties*	224	140	187	202	0	0
Awards	20	21	24	18	30	17
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	16	11	12	12	9	7
Reprimand**	81	60	65	57	0	0
Suspension	87	63	67	58	65	49
Removal	40	38	26	35	35	17
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	161	86
Other 2**	0	0	0	0	0	0
Duty Hours*	28	21	23	29	0	0
Perf. Eval./ Appraisal	150	137	130	132	136	66
Examination/Test	27	14	11	6	16	6
Harassment						
Non-Sexual	645	618	690	551	643	431
Sexual	70	47	52	31	49	26

Medical Examination	33	36	27	15	199	30
Pay including overtime	44	49	55	44	54	30
Promotion/Non-Selection	240	218	199	167	203	148
Reassignment						
Denied	32	22	23	16	28	15
Directed	56	42	38	27	50	17
Reasonable Accommodation Disability	114	130	122	88	117	87
Reinstatement*	7	2	2	2	0	0
Religious Accommodation	12	7	10	10	41	17
Retirement*	3	8	9	11	0	0
Sex-Stereotyping	1	0	1	0	0	1
Telework	21	12	29	21	28	19
Termination	155	129	135	102	111	93
Terms/Conditions of Employment*	235	172	127	119	0	0
Time and Attendance	105	103	96	124	116	71
Training	40	42	40	25	65	39
Other Terms/Conditions of Employment*	0	0	0	0	732	281
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					2023Thru06-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	274.04	286.32	239.84	272.21	264.51	273.58
Average number of days in final action	108.31	124.96	160.91	200.36	117.86	36.61
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	279.12						
Average number of days in final action	68.06	73.65	89.13	83.48	76.02	27.85						
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	271.93						
Average number of days in final action	167.36	271.78	328.82	366.60	176.44	51.55						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2023Thru06-30	
	2018	2019	2020	2021	2022							
Total Complaints Dismissed by Agency	188	98	113	103	249						181	
Average days pending prior to dismissal	271	187	309	218	139						167	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	120	140	134	110	139						148	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023Thru06-30	
	2018	2019	2020	2021	2022							
	#	%	#	%	#	%	#	%	#	%	#	%
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
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023Thru06-30	
	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	6		15		44		10		24		21	

Race	1	17	6	40	11	25	1	10	1	4	9	43
Color	1	17	1	7	4	9	0	0	1	4	3	14
Religion	0	0	0	0	0	0	0	0	0	0	1	5
Reprisal	6	100	5	33	22	50	3	30	17	71	8	38
Sex	2	33	5	33	14	32	3	30	3	13	11	52
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	4	19
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	5
Age	0	0	5	33	13	30	1	10	3	13	4	19
Disability	2	33	4	27	16	36	5	50	12	50	5	24
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	5
Findings After Hearing												
Race	5		4		25		4		7		17	
Color	1	20	1	25	5	20	0	0	1	14	8	47
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	5	100	2	50	14	56	1	25	6	86	7	41
Sex	2	40	1	25	7	28	1	25	2	29	9	53
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	4	24
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	4	24
Disability	2	40	1	25	11	44	2	50	5	71	5	29
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	6
Findings Without Hearing												
Race	1		11		19		6		17		4	
Color	0	0	5	45	6	32	1	17	0	0	1	25
	0	0	1	9	3	16	0	0	1	6	0	0

Religion	0	0	0	0	0	0	0	0	0	0	1	25
Reprisal	1	100	3	27	8	42	2	33	11	65	1	25
Sex	0	0	4	36	7	37	2	33	1	6	2	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	25
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										2023Thru06-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		15		42		10		24		21	
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	1	5
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	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	2	10
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	3	14

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	9	43
Sexual	1	17	0	0	5	12	1	10	1	4	2	10
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	1	5
Promotion/Non-Selection	1	17	2	13	9	21	0	0	3	13	7	33
Reassignment												
Denied	0	0	0	0	1	2	0	0	0	0	1	5
Directed	0	0	1	7	5	12	0	0	0	0	1	5
Reasonable Accommodation Disability	0	0	2	13	2	5	3	30	7	29	4	19
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	1	5
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	2	10
Training	0	0	1	7	0	0	0	0	0	0	2	10
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	6	25	2	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
Findings After Hearing	5		4		24		4		7		17	
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	1	6
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	2	12
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	3	18
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	8	47
Sexual	1	20	0	0	1	4	0	0	0	0	2	12
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	7	41
Reassignment												
Denied	0	0	0	0	1	4	0	0	0	0	1	6
Directed	0	0	0	0	3	13	0	0	0	0	1	6
Reasonable Accommodation Disability	0	0	0	0	1	4	2	50	4	57	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	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	2	12
Training	0	0	0	0	0	0	0	0	0	0	2	12
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	2	29	2	12
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		17		4	
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
Disciplinary Action												
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
Harassment												
Non-Sexual	0	0	4	36	7	39	3	50	8	47	1	25
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	25
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	25
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	1	25
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2023Thru06-30						
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	2092	2169	2045	1654	1184	1422						
Total Complainants	1892	1984	1885	1517	1110	1331						
Number complaints pending												
Investigation	90	114	88	163	257	587						

ROI issued, pending Complainant's action	24	32	10	15	5	19
Hearing	1597	1488	1302	1069	802	719
Final Agency Action	308	500	596	381	124	101
Appeal with EEOC Office of Federal Operations	978	1187	1364	1415	1404	1041
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	169	136	120	243	377	528