

**Equal Employment Opportunity Data
Posted
Pursuant to the No Fear Act:
Department of Homeland Security**

**For 4th Quarter 2023 for period ending
September 30, 2023**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	1482	1276	1283	1133	1654	1263
Number of Complainants	1423	1236	1216	1066	1560	1209
Repeat Filers	54	37	59	58	89	60

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	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	507	418	465	391	465	428
Color	202	161	208	166	222	170
Religion	69	54	57	70	393	107
Reprisal	767	671	718	663	728	633
Sex	516	460	497	410	525	438

PDA	18	18	15	17	17	18
National Origin	269	182	222	216	215	231
Equal Pay Act	4	2	2	4	2	2
Age	414	384	433	373	431	351
Disability	423	413	418	348	514	492
Genetics	6	5	7	6	27	7
Non-EEO	87	67	88	99	107	99
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
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	103	97	111	67	86	81
Assignment of Duties*	0	0	0	0	0	0
Awards	24	19	25	21	28	23
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	14	11	11	11	6	9
Reprimand**	0	0	0	0	0	0
Suspension	88	66	74	65	68	61
Removal	39	38	23	32	34	22
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	140	117	118	122	145	92

Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	147	131	136	130	134	91
Examination/Test	27	14	11	5	16	9
Harassment						
Non-Sexual	640	622	689	575	649	573
Sexual	66	45	52	32	52	30
Medical Examination	34	38	30	18	200	38
Pay including overtime	45	50	58	37	53	42
Promotion/Non-Selection	243	218	203	171	207	178
Reassignment						
Denied	34	22	24	19	27	46
Directed	53	42	40	29	53	0
Reasonable Accommodation Disability	116	132	128	91	129	115
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	12	7	9	13	41	21
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	1	0	1	0	0	1
Telework	19	15	31	22	26	24
Termination	157	132	139	108	113	128
Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	109	105	111	123	116	107
Training	35	39	37	28	63	58
Other Terms/Conditions of Employment*	476	334	332	339	597	278
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					2023Thru09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	274.56	287.83	241.53	274.18	266.91	275.80
Average number of days in final action	107.22	122.62	159.13	199.80	117.03	36.93
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	253.14	270.81	226.79	250.26	269.53	268.17
Average number of days in final action	65.12	71.44	87.11	83.54	76.23	33.05
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	307.43	309.71	272.27	308.47	260.54	297.73
Average number of days in final action	177.73	284.60	347.91	368.07	174.85	44.97
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	183	95	108	78	123	376
Average days pending prior to dismissal	278	189	321	236	242	242
Complaints Withdrawn by Complainants						

Total Complaints Withdrawn by Complainants	163	175	156	124	142	175						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023Thru09-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		15		44		9		22		27	
Without Hearing	0	0	0	0	0	0	0	0	0	0	7	0
With Hearing	0	0	0	0	0	0	0	0	0	0	20	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023Thru09-30	
	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	8		15		44		9		22		27	
Race	2	25	5	33	9	20	1	11	1	5	11	41
Color	2	25	1	7	4	9	0	0	1	5	5	19
Religion	0	0	0	0	0	0	0	0	0	0	1	4
Reprisal	8	100	5	33	22	50	2	22	15	68	9	33
Sex	2	25	5	33	14	32	3	33	3	14	12	44
PDA	0	0	0	0	1	2	0	0	0	0	0	0
National Origin	1	13	0	0	9	20	1	11	3	14	5	19
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	4
Age	0	0	5	33	13	30	1	11	3	14	6	22
Disability	4	50	4	27	16	36	5	56	12	55	8	30

Age	0	0	5	45	5	26	1	17	1	7	1	14
Disability	0	0	3	27	5	26	3	50	7	47	1	14
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										2023Thru09-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		15		42		9		22		27	
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	5	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	3	11
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	0	0	2	7
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	8	36	11	41

User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	7		4		24		3		7		20	
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	3	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	10
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	9	45
Sexual	1	14	0	0	1	4	0	0	0	0	2	10
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	7	35
Reassignment												
Denied	1	14	0	0	1	4	0	0	0	0	1	5

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	14
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	7	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	27	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					2023Thru09-30						
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	1783	1826	1667	1320	935	875						
Total Complainants	1609	1672	1547	1213	875	829						
Number complaints pending												
Investigation	81	105	84	150	248	364						
ROI issued, pending Complainant's action	22	32	10	15	5	10						
Hearing	1353	1207	1012	807	561	392						
Final Agency Action	291	459	517	321	118	110						

Appeal with EEOC Office of Federal Operations	759	971	1122	519	531	492
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	163	123	108	234	366	436