

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2021

PART I - PRE-COMPLAINT ACTIVITIES

| | COUNSELING | INDIVIDUALS |
|---|------------|-------------|
| INTENTIONALLY LEFT BLANK | | |
| TOTAL COMPLETED/ENDED COUNSELING | | |
| | COUNSELING | INDIVIDUALS |
| C. TOTAL COMPLETED/ENDED COUNSELINGS | 2,000 | 1,878 |
| C.1. COUNSELED WITHIN 30 DAYS | 789 | 745 |
| C.2. COUNSELED WITHIN 31 TO 90 DAYS | 1,188 | 1,152 |
| C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS | 271 | 266 |
| C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR | 899 | 878 |
| C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY | 18 | 18 |
| C.3. COUNSELED BEYOND 90 DAYS | 23 | 23 |
| C.4. COUNSELED DUE TO REMANDS | 0 | 0 |
| | COUNSELING | INDIVIDUALS |
| D. PRE-COMPLAINT ACTIVITIES | | |
| D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD | 292 | 288 |
| D.2. INITIATED DURING THE REPORTING PERIOD | 2,092 | 1,964 |
| D.3. COMPLETED/ENDED COUNSELINGS | 2,000 | 1,878 |
| D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY) | 101 | 99 |
| D.3.b. WITHDRAWALS/NO COMPLAINT FILED | 767 | 752 |
| D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD | 1,076 | 1,021 |
| D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD | 56 | 56 |
| D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD | 384 | 381 |

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

| | COUNSELING | INDIVIDUALS | AMOUNT |
|---|------------|-------------|-------------|
| E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL | 2 | 2 | \$65,000.00 |
| E.1. COMPENSATORY DAMAGES | 2 | 2 | \$65,000.00 |
| E.2. BACKPAY/FRONTPAY | 0 | 0 | \$0.00 |
| E.3. LUMP SUM PAYMENT | 0 | 0 | \$0.00 |
| E.4. ATTORNEY FEES AND COSTS | 0 | 0 | \$0.00 |
| E.5. | 0 | 0 | \$0.00 |
| E.6. | 0 | 0 | \$0.00 |

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

| | COUNSELING | INDIVIDUALS |
|---|------------|-------------|
| F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL | 9 | 9 |
| F.1. HIRES | 0 | 0 |
| F.1.a. RETROACTIVE | 0 | 0 |
| F.1.b. NON-RETROACTIVE | 0 | 0 |
| F.2. PROMOTIONS | 0 | 0 |
| F.2.a. RETROACTIVE | 0 | 0 |
| F.2.b. NON-RETROACTIVE | 0 | 0 |
| F.3. EXPUNGEMENTS | 0 | 0 |
| F.4. REASSIGNMENTS | 6 | 6 |
| F.5. REMOVALS RESCINDED | 0 | 0 |
| F.5.a. REINSTATEMENT | 0 | 0 |
| F.5.b. VOLUNTARY RESIGNATION | 0 | 0 |
| F.6. ACCOMMODATIONS | 0 | 0 |
| F.7. TRAINING | 2 | 2 |
| F.8. APOLOGY | 0 | 0 |
| F.9. DISCIPLINARY ACTIONS | 0 | 0 |
| F.9.a. RESCINDED | 0 | 0 |
| F.9.b. MODIFIED | 0 | 0 |
| F.10. PERFORMANCE EVALUATION MODIFIED | 1 | 1 |
| F.11. LEAVE RESTORED | 2 | 2 |
| F.12. NEUTRAL REFERENCE | 0 | 0 |
| F.13. | 0 | 0 |
| F.14. | 0 | 0 |

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

| | COUNSELING | INDIVIDUALS | AMOUNT |
|---|------------|-------------|--------------|
| G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL | 9 | 9 | \$278,233.00 |
| G.1. COMPENSATORY DAMAGES | 3 | 3 | \$51,300.00 |
| G.2. BACKPAY/FRONTPAY | 0 | 0 | \$0.00 |
| G.3. LUMP SUM PAYMENT | 6 | 6 | \$217,933.00 |
| G.4. ATTORNEY FEES AND COSTS | 2 | 2 | \$9,000.00 |
| G.5. | 0 | 0 | \$0.00 |
| G.6. | 0 | 0 | \$0.00 |

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

| | COUNSELING | INDIVIDUALS |
|---|------------|-------------|
| H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL | 88 | 88 |
| H.1. HIRES | 6 | 6 |
| H.1.a. RETROACTIVE | 3 | 3 |
| H.1.b. NON-RETROACTIVE | 3 | 3 |
| H.2. PROMOTIONS | 1 | 1 |
| H.2.a. RETROACTIVE | 1 | 1 |
| H.2.b. NON-RETROACTIVE | 0 | 0 |
| H.3. EXPUNGEMENTS | 4 | 4 |
| H.4. REASSIGNMENTS | 52 | 52 |
| H.5. REMOVALS RESCINDED | 3 | 3 |
| H.5.a. REINSTATEMENT | 0 | 0 |
| H.5.b. VOLUNTARY RESIGNATION | 3 | 3 |
| H.6. ACCOMMODATIONS | 1 | 1 |
| H.7. TRAINING | 19 | 19 |
| H.8. APOLOGY | 1 | 1 |
| H.9. DISCIPLINARY ACTIONS | 10 | 10 |
| H.9.a. RESCINDED | 6 | 6 |
| H.9.b. MODIFIED | 4 | 4 |
| H.10. PERFORMANCE EVALUATION MODIFIED | 6 | 6 |
| H.11. LEAVE RESTORED | 8 | 8 |
| H.12. NEUTRAL REFERENCE | 7 | 7 |
| H.13. | 0 | 0 |
| H.14. | 0 | 0 |

I. NON-ADR SETTLEMENTS

| | COUNSELING | INDIVIDUALS |
|-------|------------|-------------|
| TOTAL | 10 | 10 |

PART II - FORMAL COMPLAINT ACTIVITIES

| | |
|-------|--|
| 3,069 | A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD |
| 1,121 | B. COMPLAINTS FILED |
| 10 | C. REMANDS (sum of lines C1+C2+C3) |
| 8 | C.1. REMANDS (NOT INCLUDED IN A OR B) |
| 2 | C.2. REMANDS (INCLUDED IN A OR B) |
| 0 | C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C. 2 ABOVE |
| 0 | C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS |
| 4,198 | D. TOTAL COMPLAINTS |
| 4,118 | E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED |
| 1,578 | F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD |
| 80 | G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED |
| 12 | H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD |
| 2,610 | I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4] |
| 1,062 | J. INDIVIDUALS FILING COMPLAINTS (Complainants) |
| 40 | K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS |

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

| | AGENCY | | CONTRACT | |
|------------------------------------|---------|---------|----------|---------|
| | NUMBER | PERCENT | NUMBER | PERCENT |
| A.1. WORKFORCE | | | | |
| A.1.a. TOTAL WORK FORCE | 216,015 | | | |
| A.1.b. PERMANENT EMPLOYEES | 194,077 | | | |
| A.2. COUNSELOR | 95 | | 16 | |
| A.2.a. FULL-TIME | 81 | 85.26 | 4 | 25.00 |
| A.2.b. PART-TIME | 5 | 5.26 | 12 | 75.00 |
| A.2.c. COLLATERAL DUTY | 9 | 9.47 | 0 | 0.00 |
| A.3. INVESTIGATOR | 47 | | 167 | |
| A.3.a. FULL-TIME | 25 | 53.19 | 80 | 47.90 |
| A.3.b. PART-TIME | 1 | 2.13 | 87 | 52.10 |
| A.3.c. COLLATERAL DUTY | 21 | 44.68 | 0 | 0.00 |
| A.4. COUNSELOR/INVESTIGATOR | 0 | | 0 | |
| A.4.a. FULL-TIME | 0 | 0.00 | 0 | 0.00 |
| A.4.b. PART-TIME | 0 | 0.00 | 0 | 0.00 |
| A.4.c. COLLATERAL DUTY | 0 | 0.00 | 0 | 0.00 |

B. AGENCY & CONTRACT STAFF TRAINING

| | COUNSELORS | | INVESTIGATORS | | COUNS/INVESTIG | |
|--|------------|----------|---------------|----------|----------------|----------|
| | AGENCY | CONTRACT | AGENCY | CONTRACT | AGENCY | CONTRACT |
| B.1. NEW STAFF (NS) - TOTAL | 4 | 0 | 4 | 2 | 0 | 0 |
| B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS | 4 | 0 | 4 | 2 | 0 | 0 |
| B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF | 0 | 0 | 0 | 0 | 0 | 0 |
| B.1.c. STAFF RECEIVING NO TRAINING AT ALL | 0 | 0 | 0 | 0 | 0 | 0 |
| B.2. EXPERIENCED STAFF (ES) - TOTAL | 91 | 16 | 43 | 165 | 0 | 0 |
| B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS | 81 | 16 | 43 | 150 | 0 | 0 |
| B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF | 0 | 0 | 0 | 15 | 0 | 0 |
| B.2.c. STAFF RECEIVING NO TRAINING AT ALL | 10 | 0 | 0 | 0 | 0 | 0 |

C. REPORTING LINE

| | | | |
|-----|--|--|----|
| 1. | EEO DIRECTOR'S NAME: | Veronica Venture | |
| 1a. | DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD? | YES | NO |
| | | | N |
| 2. | IF NO, WHO DOES THE EEO DIRECTOR REPORT TO? | Katherine Culliton-Gonzalez | |
| | PERSON | | |
| | TITLE | Officer for Civil Rights and Civil Liberties | |
| 3. | WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION? | Veronica Venture | |
| | PERSON | | |
| | TITLE | Director, EEO and Diversity Programs | |
| 4. | WHO DOES THAT PERSON REPORT TO? | Katherine Culliton-Gonzalez | |
| | PERSON | | |
| | TITLE | Officer for Civil Rights and Civil Liberties | |

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

| ISSUES OF ALLEGED DISCRIMINATION | BASES OF ALLEGED DISCRIMINATION | | | | | | | | | | | |
|--|----------------------------------|-------|---|---------------------------|-------|-------------------|-------|----------|----------|--------------------------|-------------------------------|---------------------------------|
| | RACE | | | | | | COLOR | RELIGION | REPRISAL | TOTAL ALL BASES BY ISSUE | TOTAL ALL COMPLAINTS BY ISSUE | TOTAL ALL COMPLAINANTS BY ISSUE |
| | AMERICAN INDIAN OR ALASKA NATIVE | ASIAN | NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER | BLACK OR AFRICAN AMERICAN | WHITE | TWO OR MORE RACES | | | | | | |
| A. APPOINTMENT/HIRE | 0 | 2 | 0 | 11 | 6 | 1 | 4 | 5 | 27 | 125 | 65 | 63 |
| B. ASSIGNMENT OF DUTIES | 1 | 6 | 0 | 43 | 15 | 1 | 22 | 5 | 108 | 413 | 196 | 189 |
| C. AWARDS | 0 | 0 | 0 | 4 | 2 | 0 | 1 | 0 | 8 | 24 | 13 | 13 |
| D. CONVERSION TO FULL TIME/PERM STATUS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E. DISCIPLINARY ACTION | 1 | 4 | 0 | 51 | 15 | 1 | 23 | 9 | 150 | 509 | 224 | 224 |
| E.1. DEMOTION | 0 | 0 | 0 | 5 | 1 | 1 | 2 | 1 | 6 | 26 | 12 | 12 |
| E.2. REPRIMAND | 0 | 1 | 0 | 10 | 3 | 0 | 3 | 1 | 32 | 96 | 47 | 47 |
| E.3. SUSPENSION | 0 | 1 | 0 | 14 | 2 | 0 | 6 | 3 | 43 | 136 | 57 | 57 |
| E.4. REMOVAL | 1 | 1 | 0 | 7 | 0 | 0 | 2 | 1 | 19 | 73 | 33 | 33 |
| E.5. DISCIPLINARY WARNING | 0 | 1 | 0 | 15 | 9 | 0 | 10 | 3 | 50 | 178 | 75 | 75 |
| E.6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E.7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| F. DUTY HOURS | 0 | 2 | 0 | 3 | 2 | 0 | 2 | 2 | 13 | 59 | 29 | 29 |
| G. PERF. EVAL./APPRAISAL | 0 | 4 | 0 | 33 | 13 | 1 | 28 | 5 | 66 | 289 | 114 | 114 |
| H. EXAMINATION/TEST | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 3 | 16 | 5 | 5 |
| I. HARASSMENT | 2 | 16 | 0 | 131 | 45 | 2 | 80 | 33 | 311 | 1,264 | 557 | 537 |
| I.1. NON-SEXUAL | 2 | 16 | 0 | 131 | 45 | 2 | 80 | 33 | 299 | 1,225 | 528 | 508 |
| I.2. SEXUAL | | | | | | | | | 12 | 39 | 29 | 29 |
| J. MEDICAL EXAMINATION | 0 | 0 | 0 | 4 | 0 | 0 | 1 | 0 | 6 | 33 | 15 | 15 |
| K. PAY INCLUDING OVERTIME | 0 | 2 | 0 | 7 | 4 | 1 | 6 | 0 | 27 | 100 | 41 | 40 |
| L. PROMOTION/NON-SELECTION | 0 | 9 | 0 | 23 | 13 | 2 | 17 | 4 | 84 | 337 | 157 | 152 |
| M. REASSIGNMENT | 0 | 1 | 0 | 10 | 8 | 0 | 6 | 1 | 26 | 98 | 39 | 39 |
| M.1. DENIED | 0 | 0 | 0 | 5 | 5 | 0 | 2 | 0 | 11 | 41 | 15 | 15 |
| M.2. DIRECTED | 0 | 1 | 0 | 5 | 3 | 0 | 4 | 1 | 15 | 57 | 24 | 24 |
| N. REASONABLE ACCOMMODATION | | | | | | | | | 33 | 130 | 84 | 82 |
| O. REINSTATEMENT | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 1 |
| P. RELIGIOUS ACCOMODATION | | | | | | | | 10 | 5 | 15 | 10 | 10 |
| Q. RETIREMENT | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 7 | 20 | 11 | 11 |
| R. SEX-STEROTYPING | | | | | | | | | | 0 | 0 | 0 |
| S. TELEWORK | 0 | 3 | 0 | 1 | 1 | 0 | 1 | 0 | 12 | 48 | 20 | 20 |
| T. TERMINATION | 0 | 4 | 0 | 31 | 3 | 0 | 17 | 6 | 37 | 218 | 100 | 100 |
| U. TERMS/CONDITIONS OF EMPLOYMENT | 0 | 5 | 0 | 22 | 3 | 1 | 9 | 6 | 70 | 245 | 106 | 103 |
| V. TIME AND ATTENDANCE | 1 | 5 | 0 | 21 | 10 | 0 | 12 | 7 | 74 | 279 | 120 | 118 |
| W. TRAINING | 0 | 0 | 0 | 9 | 1 | 0 | 4 | 2 | 14 | 46 | 23 | 23 |
| X. OTHER (Please specify below) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.1. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.2. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.3. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.4. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL ALL ISSUES BY BASES | 5 | 64 | 0 | 406 | 141 | 11 | 234 | 96 | 1,082 | | | |

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

| ISSUES OF ALLEGED DISCRIMINATION | BASES OF ALLEGED DISCRIMINATION | | | | | | | | | | | |
|-------------------------------------|----------------------------------|-------|---|---------------------------|-------|-------------------|-------|----------|----------|--------------------------|-------------------------------|---------------------------------|
| | RACE | | | | | | COLOR | RELIGION | REPRISAL | TOTAL ALL BASES BY ISSUE | TOTAL ALL COMPLAINTS BY ISSUE | TOTAL ALL COMPLAINANTS BY ISSUE |
| | AMERICAN INDIAN OR ALASKA NATIVE | ASIAN | NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER | BLACK OR AFRICAN AMERICAN | WHITE | TWO OR MORE RACES | | | | | | |
| TOTAL ALL COMPLAINTS FILED BY BASES | 3 | 41 | 0 | 239 | 77 | 6 | 139 | 61 | 594 | | | |
| TOTAL ALL COMPLAINANTS BY BASES | 3 | 38 | 0 | 230 | 76 | 6 | 135 | 60 | 546 | | | |

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

| ISSUES OF ALLEGED DISCRIMINATION | BASES OF ALLEGED DISCRIMINATION | | | | | | | | | | | | TOTAL ALL BASES BY ISSUE | TOTAL ALL COMPLAINTS BY ISSUE | TOTAL ALL COMPLAINTS BY ISSUE |
|--|---------------------------------|--------|------|------------------------------|-------------------|-------|---------------|--------|-----|------------|----------|------|--------------------------|-------------------------------|-------------------------------|
| | SEX | | | PREGNANCY DISCRIMINATION ACT | NATIONAL ORIGIN | | EQUAL PAY ACT | | AGE | DISABILITY | | GINA | | | |
| | MALE | FEMALE | LGBT | | HISPANIC / LATINO | OTHER | MALE | FEMALE | | MENTAL | PHYSICAL | | | | |
| A. APPOINTMENT/HIRE | 7 | 8 | 0 | 1 | 7 | 4 | | | 22 | 13 | 6 | 1 | 125 | 65 | 63 |
| B. ASSIGNMENT OF DUTIES | 25 | 43 | 1 | 4 | 17 | 11 | | | 58 | 18 | 33 | 2 | 413 | 196 | 189 |
| C. AWARDS | 1 | 2 | 0 | 0 | 2 | 1 | | | 2 | 0 | 1 | 0 | 24 | 13 | 13 |
| D. CONVERSION TO FULL TIME | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E. DISCIPLINARY ACTION | 29 | 49 | 7 | 0 | 15 | 27 | | | 55 | 30 | 43 | 0 | 509 | 224 | 224 |
| E.1. DEMOTION | 2 | 3 | 1 | 0 | 0 | 0 | | | 1 | 1 | 2 | 0 | 26 | 12 | 12 |
| E.2. REPRIMAND | 6 | 10 | 2 | 0 | 1 | 4 | | | 12 | 3 | 8 | 0 | 96 | 47 | 47 |
| E.3. SUSPENSION | 9 | 10 | 2 | 0 | 5 | 11 | | | 16 | 8 | 6 | 0 | 136 | 57 | 57 |
| E.4. REMOVAL | 2 | 5 | 0 | 0 | 2 | 4 | | | 7 | 10 | 12 | 0 | 73 | 33 | 33 |
| E.5. DISCIPLINARY WARNING | 10 | 21 | 2 | 0 | 7 | 8 | | | 19 | 8 | 15 | 0 | 178 | 75 | 75 |
| E.6. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E.7. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| F. DUTY HOURS | 5 | 6 | 1 | 0 | 1 | 1 | | | 8 | 1 | 12 | 0 | 59 | 29 | 29 |
| G. EVALUATION/APPRaisal | 14 | 24 | 1 | 2 | 12 | 10 | | | 35 | 13 | 28 | 0 | 289 | 114 | 114 |
| H. EXAMINATION/TEST | 0 | 2 | 0 | 0 | 0 | 1 | | | 1 | 3 | 4 | 0 | 16 | 5 | 5 |
| I. HARASSMENT | 62 | 151 | 10 | 7 | 44 | 49 | | | 158 | 49 | 110 | 4 | 1,264 | 557 | 537 |
| I.1. NON-SEXUAL | 52 | 134 | 10 | 7 | 44 | 49 | | | 158 | 49 | 110 | 4 | 1,225 | 528 | 508 |
| I.2. SEXUAL | 10 | 17 | 0 | 0 | | | | | | | | | 39 | 29 | 29 |
| J. MEDICAL EXAMINATION | 0 | 1 | 0 | 0 | 2 | 1 | | | 4 | 6 | 8 | 0 | 33 | 15 | 15 |
| K. PAY INCLUDING OVERTIME | 6 | 7 | 1 | 0 | 4 | 4 | 1 | 1 | 12 | 4 | 12 | 1 | 100 | 41 | 40 |
| L. PROMOTION/NON-SELECTION | 20 | 26 | 0 | 2 | 16 | 15 | | | 67 | 9 | 29 | 1 | 337 | 157 | 152 |
| M. REASSIGNMENT | 4 | 9 | 1 | 3 | 4 | 2 | | | 10 | 1 | 12 | 0 | 98 | 39 | 39 |
| M.1. DENIED | 2 | 4 | 0 | 1 | 2 | 1 | | | 3 | 1 | 4 | 0 | 41 | 15 | 15 |
| M.2. DIRECTED | 2 | 5 | 1 | 2 | 2 | 1 | | | 7 | 0 | 8 | 0 | 57 | 24 | 24 |
| N. REASONABLE ACCOMMODATION DISABILITY | | | | 5 | | | | | | 33 | 59 | 0 | 130 | 84 | 82 |
| O. REINSTATEMENT | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| P. RELIGIOUS ACCOMMODATION | | | | | | | | | | | | | 15 | 10 | 10 |
| Q. RETIREMENT | 1 | 0 | 0 | 0 | 1 | 0 | | | 3 | 1 | 4 | 0 | 20 | 11 | 11 |
| R. SEX-STEROTYPING | 0 | 0 | 0 | | | | | | | | | | 0 | 0 | 0 |
| S. TELEWORK | 1 | 5 | 0 | 2 | 3 | 1 | | | 6 | 2 | 9 | 1 | 48 | 20 | 20 |
| T. TERMINATION | 12 | 17 | 2 | 1 | 10 | 9 | | | 26 | 15 | 28 | 0 | 218 | 100 | 100 |
| U. TERMS/CONDITIONS OF EMPLOYMENT | 11 | 25 | 2 | 2 | 6 | 9 | | | 29 | 16 | 28 | 1 | 245 | 106 | 103 |
| V. TIME AND ATTENDANCE | 14 | 32 | 1 | 3 | 10 | 12 | | | 32 | 14 | 31 | 0 | 279 | 120 | 118 |
| W. TRAINING | 2 | 2 | 0 | 0 | 2 | 2 | | | 4 | 1 | 3 | 0 | 46 | 23 | 23 |
| X. OTHER (Please specify below) | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.1. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.2. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.3. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.4. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL ALL ISSUES BY BASES | 214 | 409 | 27 | 32 | 156 | 159 | 1 | 1 | 532 | 229 | 460 | 11 | | | |

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

| ISSUES OF ALLEGED DISCRIMINATION | BASES OF ALLEGED DISCRIMINATION | | | | | | | | | | | TOTAL ALL BASES BY ISSUE | TOTAL ALL COMPLAINTS BY ISSUE | TOTAL ALL COMPLAINANTS BY ISSUE | |
|-------------------------------------|---------------------------------|--------|------|------------------------------|-------------------|-------|---------------|--------|-----|------------|----------|--------------------------|-------------------------------|---------------------------------|------|
| | SEX | | | PREGNANCY DISCRIMINATION ACT | NATIONAL ORIGIN | | EQUAL PAY ACT | | AGE | DISABILITY | | | | | GINA |
| | MALE | FEMALE | LGBT | | HISPANIC / LATINO | OTHER | MALE | FEMALE | | MENTAL | PHYSICAL | | | | |
| TOTAL ALL COMPLAINTS FILED BY BASES | 130 | 240 | 15 | 15 | 102 | 94 | 1 | 1 | 335 | 130 | 243 | 7 | | | |
| TOTAL ALL COMPLAINANTS BY BASES | 128 | 228 | 15 | 15 | 99 | 92 | 1 | 1 | 323 | 124 | 241 | 7 | | | |

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

| ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS | BASES OF ALLEGED DISCRIMINATION IN SETTELEMENTS | | | | | | | | | | | | | | |
|--|---|-------|---|-------------------------|-------|-------------------|-------|----------|----------|--|-------------------------------------|--|---|------------------------------------|---|
| | RACE | | | | | | COLOR | RELIGION | REPRISAL | NUMBER COUNSELING SETTLEMENT ALLEGATIONS | NUMBER COUNSELINGS SETTLED BY ISSUE | NUMBER INDIVIDUALS SETTLED WITH BY ISSUE | NUMBER COMPLAINT SETTLEMENT ALLEGATIONS | NUMBER COMPLAINTS SETTLED BY ISSUE | NUMBER COMPLAINANTS SETTLED WITH BY ISSUE |
| | AMERICAN INDIAN OR ALASKA NATIVE | ASIAN | NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER | BLACK/ AFRICAN AMERICAN | WHITE | TWO OR MORE RACES | | | | | | | | | |
| A. APPOINTMENT/HIRE | 0 | 0 | 0 | 3 | 0 | 0 | 1 | 0 | 8 | 16 | 13 | 13 | 29 | 10 | 10 |
| B. ASSIGNMENT OF DUTIES | 0 | 1 | 0 | 6 | 2 | 0 | 4 | 0 | 20 | 17 | 6 | 6 | 91 | 30 | 30 |
| C. AWARDS | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 5 | 5 | 2 | 2 | 9 | 3 | 3 |
| D. CONVERSION TO FULL TIME/PERM STATUS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E. DISCIPLINARY ACTION | 0 | 2 | 0 | 13 | 5 | 0 | 10 | 1 | 36 | 31 | 19 | 19 | 109 | 38 | 38 |
| E.1. DEMOTION | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 4 | 1 | 1 | 1 | 17 | 4 | 4 |
| E.2. REPRIMAND | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 10 | 13 | 8 | 8 | 18 | 7 | 7 |
| E.3. SUSPENSION | 0 | 1 | 0 | 4 | 1 | 0 | 3 | 0 | 6 | 2 | 2 | 2 | 27 | 9 | 9 |
| E.4. REMOVAL | 0 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 5 | 3 | 1 | 1 | 11 | 5 | 5 |
| E.5. DISCIPLINARY WARNING | 0 | 1 | 0 | 5 | 2 | 0 | 4 | 0 | 11 | 12 | 7 | 7 | 36 | 13 | 13 |
| E.6. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E.7. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| F. DUTY HOURS | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 3 | 7 | 2 | 2 | 5 | 3 | 3 |
| G. PERF. EVAL./APPRAISAL | 0 | 2 | 0 | 7 | 5 | 0 | 6 | 2 | 32 | 18 | 10 | 9 | 111 | 37 | 36 |
| H. EXAMINATION/TEST | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 11 | 3 | 3 |
| I. HARASSMENT | 1 | 2 | 0 | 34 | 12 | 1 | 18 | 3 | 118 | 124 | 51 | 50 | 613 | 151 | 143 |
| I.1. NON-SEXUAL | 1 | 2 | 0 | 34 | 12 | 1 | 18 | 3 | 109 | 121 | 49 | 48 | 571 | 139 | 131 |
| I.2. SEXUAL | | | | | | | | | 9 | 3 | 3 | 3 | 42 | 29 | 29 |
| J. MEDICAL EXAMINATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 29 | 12 | 12 |
| K. PAY INCLUDING OVERTIME | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 4 | 2 | 1 | 1 | 24 | 7 | 7 |
| L. PROMOTION/NON-SELECTION | 0 | 1 | 0 | 10 | 5 | 0 | 4 | 4 | 13 | 14 | 4 | 4 | 97 | 33 | 32 |
| M. REASSIGNMENT | 0 | 1 | 0 | 3 | 2 | 0 | 1 | 0 | 18 | 5 | 2 | 2 | 56 | 25 | 25 |
| M.1. DENIED | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 20 | 8 | 8 |
| M.2. DIRECTED | 0 | 1 | 0 | 3 | 1 | 0 | 1 | 0 | 13 | 5 | 2 | 2 | 36 | 17 | 17 |
| N. REASONABLE ACCOMMODATION | | | | | | | | | 18 | 7 | 5 | 5 | 61 | 32 | 32 |
| O. REINSTATEMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| P. RELIGIOUS ACCOMODATION | | | | | | | | | 2 | 1 | 1 | 1 | 2 | 1 | 1 |
| Q. RETIREMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R. SEX-STEROTYPING | | | | | | | | | | 0 | 0 | 0 | 1 | 1 | 1 |
| S. TELEWORK | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 | 3 | 1 | 1 | 6 | 3 | 3 |
| T. TERMINATION | 0 | 1 | 0 | 3 | 0 | 0 | 4 | 0 | 8 | 1 | 1 | 1 | 38 | 14 | 14 |
| U. TERMS/CONDITIONS OF EMPLOYMENT | 0 | 1 | 0 | 10 | 1 | 0 | 4 | 2 | 24 | 9 | 3 | 3 | 145 | 35 | 34 |
| V. TIME AND ATTENDANCE | 0 | 0 | 0 | 7 | 2 | 0 | 7 | 1 | 17 | 11 | 5 | 5 | 94 | 25 | 24 |
| W. TRAINING | 0 | 0 | 0 | 4 | 1 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 25 | 9 | 9 |
| X. OTHER (Please specify below) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.1. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.2. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.3. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.4. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| I. COUNSELING SETTLEMENT ALLEGATIONS | 0 | 2 | 0 | 23 | 9 | 0 | 4 | 6 | 50 | | | | | | |

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2021

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

| ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS | RACE | | | | | | COLOR | RELIGION | REPRISAL | NUMBER COUNSELING SETTLEMENT ALLEGATIONS | NUMBER COUNSELINGS SETTLED BY ISSUE | NUMBER INDIVIDUALS SETTLED WITH BY ISSUE | NUMBER COMPLAINT SELLEMENT ALLEGATIONS | NUMBER COMPLAINTS SETTLED BY ISSUE | NUMBER COMPLAINANTS SETTLED WITH BY ISSUE |
|--|----------------------------------|-------|---|-------------------------|-------|-------------------|-------|----------|----------|--|-------------------------------------|--|--|------------------------------------|---|
| | AMERICAN INDIAN OR ALASKA NATIVE | ASIAN | NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER | BLACK/ AFRICAN AMERICAN | WHITE | TWO OR MORE RACES | | | | | | | | | |
| 1.1A. NUMBER OF COUNSELINGS SETTLED | 0 | 1 | 0 | 17 | 7 | 0 | 4 | 4 | 31 | | | | | | |
| 1.1B. NUMBER OF COUNSELEES SETTLED WITH | 0 | 1 | 0 | 17 | 7 | 0 | 4 | 4 | 29 | | | | | | |
| 2. COMPLAINT SETTLEMENT ALLEGATIONS | 2 | 9 | 0 | 84 | 27 | 1 | 57 | 10 | 291 | | | | | | |
| 2.2A. NUMBER OF COMPLAINTS SETTLED | 1 | 6 | 0 | 41 | 14 | 1 | 26 | 5 | 141 | | | | | | |
| 2.2B. NUMBER OF COMPLAINANTS SETTLED WITH | 1 | 6 | 0 | 38 | 13 | 1 | 25 | 5 | 130 | | | | | | |

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

| ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS | SEX | | | PDA | NATIONAL ORIGIN | | EQUAL PAY ACT | | AGE | DISABILITY | | GINA | NUMBER COUNSELING SETTLEMENT ALLEGATIONS | NUMBER COUNSELINGS SETTLED BY ISSUE | NUMBER INDIVIDUALS SETTLED WITH BY ISSUE | NUMBER COMPLAINT SELEMENT ALLEGATIONS | NUMBER COMPLAINTS SETTLED BY ISSUE | NUMBER COMPLAINANTS SETTLED WITH BY ISSUE |
|--|------|--------|------|-----|-----------------|-------|---------------|--------|-----|------------|----------|------|--|-------------------------------------|--|---------------------------------------|------------------------------------|---|
| | MALE | FEMALE | LGBT | | HISPANIC LATINO | OTHER | MALE | FEMALE | | MENTAL | PHYSICAL | | | | | | | |
| A. APPOINTMENT/HIRE | 3 | 5 | 0 | 2 | 1 | 0 | | | 6 | 4 | 7 | 0 | 16 | 13 | 13 | 29 | 10 | 10 |
| B. ASSIGNMENT OF DUTIES | 4 | 12 | 0 | 1 | 3 | 1 | | | 10 | 4 | 8 | 0 | 17 | 6 | 6 | 91 | 30 | 30 |
| C. AWARDS | 1 | 1 | 0 | 0 | 1 | 0 | | | 1 | 1 | 1 | 0 | 5 | 2 | 2 | 9 | 3 | 3 |
| D. CONVERSION TO FULL TIME/PERM STATUS | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E. DISCIPLINARY ACTION | 3 | 17 | 1 | 1 | 6 | 4 | | | 13 | 9 | 11 | 0 | 31 | 19 | 19 | 109 | 38 | 38 |
| E.1. DEMOTION | 0 | 3 | 0 | 0 | 2 | 1 | | | 3 | 0 | 2 | 0 | 1 | 1 | 1 | 17 | 4 | 4 |
| E.2. REPRIMAND | 0 | 5 | 0 | 0 | 2 | 0 | | | 2 | 6 | 2 | 0 | 13 | 8 | 8 | 18 | 7 | 7 |
| E.3. SUSPENSION | 1 | 4 | 1 | 1 | 1 | 2 | | | 3 | 1 | 0 | 0 | 2 | 2 | 2 | 27 | 9 | 9 |
| E.4. REMOVAL | 0 | 1 | 0 | 0 | 0 | 0 | | | 1 | 0 | 3 | 0 | 3 | 1 | 1 | 11 | 5 | 5 |
| E.5. DISCIPLINARY WARNING | 2 | 4 | 0 | 0 | 1 | 1 | | | 4 | 2 | 4 | 0 | 12 | 7 | 7 | 36 | 13 | 13 |
| E.6. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E.7. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| F. DUTY HOURS | 2 | 1 | 0 | 0 | 1 | 0 | | | 1 | 1 | 1 | 0 | 7 | 2 | 2 | 5 | 3 | 3 |
| G. EVALUATION/APPRaisal | 3 | 15 | 0 | 1 | 6 | 4 | | | 18 | 6 | 14 | 0 | 18 | 10 | 9 | 111 | 37 | 36 |
| H. EXAMINATION/TEST | 0 | 1 | 0 | 0 | 0 | 1 | | | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 11 | 3 | 3 |
| I. HARASSMENT | 19 | 85 | 5 | 5 | 18 | 7 | | | 55 | 19 | 39 | 0 | 124 | 51 | 50 | 613 | 151 | 143 |
| I.1. NON-SEXUAL | 15 | 63 | 2 | 5 | 18 | 7 | | | 55 | 19 | 39 | 0 | 121 | 49 | 48 | 571 | 139 | 131 |
| I.2. SEXUAL | 4 | 22 | 3 | 0 | | | | | | | | | 3 | 3 | 3 | 42 | 29 | 29 |
| J. MEDICAL EXAMINATION | 0 | 0 | 0 | 0 | 2 | 0 | | | 1 | 3 | 9 | 0 | 0 | 0 | 0 | 29 | 12 | 12 |
| K. PAY INCLUDING OVERTIME | 1 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 1 | 1 | 2 | 0 | 2 | 1 | 1 | 24 | 7 | 7 |
| L. PROMOTION/NON-SELECTION | 3 | 8 | 1 | 1 | 4 | 2 | | | 19 | 1 | 7 | 0 | 14 | 4 | 4 | 97 | 33 | 32 |
| M. REASSIGNMENT | 2 | 11 | 0 | 3 | 1 | 2 | | | 6 | 0 | 1 | 0 | 5 | 2 | 2 | 56 | 25 | 25 |
| M.1. DENIED | 1 | 3 | 0 | 0 | 0 | 0 | | | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 8 | 8 |
| M.2. DIRECTED | 1 | 8 | 0 | 3 | 1 | 2 | | | 4 | 0 | 1 | 0 | 5 | 2 | 2 | 36 | 17 | 17 |
| N. REASONABLE ACCOMMODATION DISABILITY | | | | 1 | | | | | | 10 | 27 | 0 | 7 | 5 | 5 | 61 | 32 | 32 |
| O. REINSTATEMENT | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| P. RELIGIOUS ACCOMMODATION | | | | | | | | | | | | | 1 | 1 | 1 | 2 | 1 | 1 |
| Q. RETIREMENT | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R. SEX-STEROTYPING | 0 | 1 | 0 | | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| S. TELEWORK | 0 | 1 | 0 | 1 | 1 | 0 | | | 1 | 0 | 1 | 0 | 3 | 1 | 1 | 6 | 3 | 3 |
| T. TERMINATION | 1 | 6 | 0 | 1 | 2 | 3 | | | 4 | 2 | 3 | 1 | 1 | 1 | 1 | 38 | 14 | 14 |
| U. TERMS/CONDITIONS OF EMPLOYMENT | 3 | 12 | 0 | 1 | 5 | 2 | | | 8 | 2 | 11 | 0 | 9 | 3 | 3 | 145 | 35 | 34 |
| V. TIME AND ATTENDANCE | 3 | 9 | 0 | 2 | 4 | 1 | | | 6 | 5 | 7 | 0 | 11 | 5 | 5 | 94 | 25 | 24 |
| W. TRAINING | 0 | 3 | 0 | 0 | 1 | 0 | | | 6 | 0 | 2 | 0 | 0 | 0 | 0 | 25 | 9 | 9 |
| X. OTHER (Please specify below) | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.1. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.2. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.3. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.4. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1. COUNSELING SETTLEMENT ALLEGATIONS | 17 | 32 | 2 | 1 | 10 | 2 | 0 | 1 | 28 | 27 | 17 | 0 | | | | | | |

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

| ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS | SEX | | | PDA | NATIONAL ORIGIN | | EQUAL PAY ACT | | AGE | DISABILITY | | GINA | NUMBER COUNSELING SETTLEMENT ALLEGATIONS | NUMBER COUNSELINGS SETTLED BY ISSUE | NUMBER INDIVIDUALS SETTLED WITH BY ISSUE | NUMBER COMPLAINT SETTLEMENT ALLEGATIONS | NUMBER COMPLAINTS SETTLED BY ISSUE | NUMBER COMPLAINANTS SETTLED WITH BY ISSUE |
|---|-------------------------------------|--------|------|-----|-----------------|-------|---------------|--------|-----|------------|----------|------|--|-------------------------------------|--|---|------------------------------------|---|
| | MALE | FEMALE | LGBT | | HISPANIC LATINO | OTHER | MALE | FEMALE | | MENTAL | PHYSICAL | | | | | | | |
| | 1.1A. NUMBER OF COUNSELINGS SETTLED | 8 | 28 | | 2 | 1 | 8 | 1 | | 0 | 1 | | | | | | | |
| 1.1B. NUMBER OF COUNSELEES SETTLED WITH | 7 | 28 | 2 | 1 | 8 | 1 | 0 | 1 | 21 | 14 | 15 | 0 | | | | | | |
| 2. COMPLAINT SETTLEMENT ALLEGATIONS | 31 | 158 | 5 | 19 | 48 | 25 | 0 | 1 | 129 | 41 | 136 | 1 | | | | | | |
| 2.2A. NUMBER OF COMPLAINTS SETTLED | 18 | 82 | 5 | 9 | 21 | 10 | 0 | 1 | 68 | 24 | 68 | 1 | | | | | | |
| 2.2B. NUMBER OF COMPLAINANTS SETTLED WITH | 18 | 78 | 5 | 8 | 19 | 10 | 0 | 1 | 63 | 24 | 65 | 1 | | | | | | |

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

| ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS | RACE | | | | | | COLOR | RELIGION | REPRISAL | NUMBER FAD FINDINGS BY ISSUE | NUMBER OF FADs WITH FINDINGS BY ISSUE | NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE | NUMBER AJ DECISION FINDING BY ISSUE | NUMBER AJ DECISION WITH FINDING BY ISSUE | # FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE | # FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE | # COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE |
|--|--------------------------------|-------|---|-------------------------|-------|-------------------|-------|----------|----------|------------------------------|---------------------------------------|--|-------------------------------------|--|---|---|---|
| | AMERICAN INDIAN /ALASKA NATIVE | ASIAN | NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER | BLACK/ AFRICAN AMERICAN | WHITE | TWO OR MORE RACES | | | | | | | | | | | |
| A. APPOINTMENT/HIRE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| B. ASSIGNMENT OF DUTIES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| C. AWARDS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| D. CONVERSION TO FULL TIME/PERM STATUS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E. DISCIPLINARY ACTION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 1 | 1 | 10 | 3 | 1 | 1 | 1 |
| E.1. DEMOTION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| E.2. REPRIMAND | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 |
| E.3. SUSPENSION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 5 | 1 | 0 | 0 | 0 |
| E.4. REMOVAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| E.5. DISCIPLINARY WARNING | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E.6. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E.7. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| F. DUTY HOURS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| G. PERF. EVAL./APPRAISAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| H. EXAMINATION/TEST | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| I. HARASSMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 4 | 3 | 3 | 11 | 3 | 0 | 0 | 0 |
| I.1. NON-SEXUAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 4 | 3 | 3 | 11 | 3 | 0 | 0 | 0 |
| I.2. SEXUAL | | | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| J. MEDICAL EXAMINATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| K. PAY INCLUDING OVERTIME | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| L. PROMOTION/NON-SELECTION | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 9 | 2 | 0 | 0 | 0 |
| M. REASSIGNMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| M.1. DENIED | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| M.2. DIRECTED | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N. REASONABLE ACCOMMODATION | | | | | | | | | 0 | 1 | 1 | 1 | 4 | 3 | 2 | 2 | 2 |
| O. REINSTATEMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| P. RELIGIOUS ACCOMODATION | | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Q. RETIREMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R. SEX-STEROTYPING | | | | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| S. TELEWORK | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| T. TERMINATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| U. TERMS/CONDITIONS OF EMPLOYMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| V. TIME AND ATTENDANCE | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 4 | 1 | 1 | 3 | 1 | 0 | 0 | 0 |
| W. TRAINING | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X. OTHER (Please specify below) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.1. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.2. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.3. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.4. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| I. Final Agency Decision Findings | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | | | | | | | | |

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AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2021

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

| ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS | RACE | | | | | | COLOR | RELIGION | REPRISAL | NUMBER FAD FINDINGS BY ISSUE | NUMBER OF FADs WITH FINDINGS BY ISSUE | NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE | NUMBER AJ DECISION FINDING BY ISSUE | NUMBER AJ DECISION WITH FINDING BY ISSUE | # FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE | # FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE | # COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE |
|--|--------------------------------|-------|---|-------------------------|-------|-------------------|-------|----------|----------|------------------------------|---------------------------------------|--|-------------------------------------|--|---|---|---|
| | AMERICAN INDIAN /ALASKA NATIVE | ASIAN | NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER | BLACK/ AFRICAN AMERICAN | WHITE | TWO OR MORE RACES | | | | | | | | | | | |
| 1.1a. Number FADs with Findings | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | | | | | | | | |
| 1.1b. Number Complainants Issued FAD Findings | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | | | | | | | | |
| 2. AJ Decision Findings | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 9 | | | | | | | | |
| 2.2a. Number AJ Decisions With Findings | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 7 | | | | | | | | |
| 3. Final Agency Order Findings Implemented | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | | | | | | | |
| 3.3a. # of Final Orders (Fos) With Findings Implemented | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | | | | | | | |
| 3.3b. # of Complainants issued FOs with Findings Implemented | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | | | | | | | |

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REPORTING PERIOD: FY 2021

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

| ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS | SEX | | | PDA | NATIONAL ORIGIN | | EQUAL PAY ACT | | AGE | DISABILITY | | GINA | NUMBER FAD FINDINGS BY ISSUE | NUMBER OF FADs WITH FINDINGS BY ISSUE | NUMBER COMPLAINED FAD FINDINGS BY ISSUE | NUMBER AJ DECISION FINDING BY ISSUE | NUMBER AJ DECISION WITH FINDING BY ISSUE | # FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE | # FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED | # COMPLAINTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE |
|--|------|--------|------|-----|-----------------|-------|---------------|--------|-----|------------|----------|------|------------------------------|---------------------------------------|---|-------------------------------------|--|---|--|---|
| | MALE | FEMALE | LGBT | | HISPANIC LATINO | OTHER | MALE | FEMALE | | MENTAL | PHYSICAL | | | | | | | | | |
| A. APPOINTMENT/HIRE | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| B. ASSIGNMENT OF DUTIES | 0 | 0 | 0 | 0 | 0 | 0 | | | 1 | 0 | 1 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| C. AWARDS | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| D. CONVERSION TO FULL TIME/PERM STATUS | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E. DISCIPLINARY ACTION | 0 | 2 | 0 | 0 | 0 | 0 | | | 2 | 3 | 1 | 0 | 1 | 1 | 1 | 10 | 3 | 1 | 1 | 1 |
| E.1. DEMOTION | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| E.2. REPRIMAND | 0 | 1 | 0 | 0 | 0 | 0 | | | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 |
| E.3. SUSPENSION | 0 | 1 | 0 | 0 | 0 | 0 | | | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 5 | 1 | 0 | 0 | 0 |
| E.4. REMOVAL | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 1 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| E.5. DISCIPLINARY WARNING | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E.6. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E.7. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| F. DUTY HOURS | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| G. EVALUATION/APPRaisal | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| H. EXAMINATION/TEST | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| I. HARASSMENT | 2 | 2 | 0 | 0 | 0 | 0 | | | 2 | 1 | 2 | 1 | 4 | 3 | 3 | 11 | 3 | 0 | 0 | 0 |
| I.1. NON-SEXUAL | 2 | 2 | 0 | 0 | 0 | 0 | | | 2 | 1 | 2 | 1 | 4 | 3 | 3 | 11 | 3 | 0 | 0 | 0 |
| I.2. SEXUAL | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| J. MEDICAL EXAMINATION | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| K. PAY INCLUDING OVERTIME | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| L. PROMOTION/NON-SELECTION | 0 | 1 | 0 | 0 | 0 | 0 | | | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 9 | 2 | 0 | 0 | 0 |
| M. REASSIGNMENT | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| M.1. DENIED | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| M.2. DIRECTED | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N. REASONABLE ACCOMMODATION DISABILITY | | | | 0 | | | | | | 1 | 3 | 1 | 1 | 1 | 1 | 4 | 3 | 2 | 2 | 2 |
| O. REINSTATEMENT | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| P. RELIGIOUS ACCOMMODATION | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Q. RETIREMENT | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R. SEX-STEROTYPING | 0 | 0 | 0 | | | | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| S. TELEWORK | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| T. TERMINATION | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| U. TERMS/CONDITIONS OF EMPLOYMENT | 0 | 1 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| V. TIME AND ATTENDANCE | 1 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 1 | 1 | 4 | 1 | 1 | 3 | 1 | 0 | 0 | 0 |
| W. TRAINING | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X. OTHER (Please specify below) | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.1. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.2. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.3. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| X.4. | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| I. Final Agency Decision Findings | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 0 | | | | | | | | |

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2021

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

| ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS | SEX | | | PDA | NATIONAL ORIGIN | | EQUAL PAY ACT | | AGE | DISABILITY | | GINA | NUMBER FAD FINDINGS BY ISSUE | NUMBER OF FADs WITH FINDINGS BY ISSUE | NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE | NUMBER AJ DECISION FINDING BY ISSUE | NUMBER AJ DECISION WITH FINDING BY ISSUE | # FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE | # FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS | # COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE |
|--|------|--------|------|-----|-----------------|-------|---------------|--------|-----|------------|----------|------|------------------------------|---------------------------------------|--|-------------------------------------|--|---|---|---|
| | MALE | FEMALE | LGBT | | HISPANIC LATINO | OTHER | MALE | FEMALE | | MENTAL | PHYSICAL | | | | | | | | | |
| 1.1a. Number FADs with Findings | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 | 1 | 0 | | | | | | | | |
| 1.1b. Number Complainants Issued FAD Findings | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 | 1 | 0 | | | | | | | | |
| 2. AJ Decision Findings | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 5 | 8 | 3 | | | | | | | | |
| 2.2a. Number AJ Decisions With Findings | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 4 | 6 | 1 | | | | | | | | |
| 3. Final Agency Order Findings Implemented | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | | | | | | | | |
| 3.3a. # of Final Orders (Fos) With Findings Implemented | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | | | | | | | | |
| 3.3b. # of Complainants issued FOs with Findings Implemented | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | | | | | | | | |

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PART V - SUMMARY OF CLOSURES BY STATUTE

| | |
|------|---|
| 1370 | A.1. TITLE VII |
| 27 | A.1a. PREGNANCY DISCRIMINATION ACT (PDA) |
| 536 | A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA) |
| 489 | A.3. REHABILITATION ACT |
| 6 | A.4. EQUAL PAY ACT (EPA) |
| 10 | A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA) |
| 2438 | B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a+A2+A3+A4+A5) |

PART VI - SUMMARY OF CLOSURES BY CATEGORY

| | TOTAL NUMBER | TOTAL DAYS | AVERAGE DAYS |
|--|--------------|------------|--------------|
| A. TOTAL NUMBER OF CLOSURES | 1,586 | 1,220,372 | 769.47 |
| A.1. WITHDRAWALS | 108 | 49,855 | 461.62 |
| A.1.a. NON-ADR WITHDRAWALS | 102 | 46,970 | 460.49 |
| A.1.b. ADR WITHDRAWALS | 6 | 2,885 | 480.83 |
| A.2. SETTLEMENTS | 251 | 179,964 | 716.99 |
| A.2.a. NON-ADR SETTLEMENTS | 226 | 166,124 | 735.06 |
| A.2.b. ADR SETTLEMENTS | 25 | 13,840 | 553.60 |
| A.3. FINAL AGENCY ACTIONS | 1,227 | 990,553 | 807.30 |
| B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION | 758 | 530,589 | 699.99 |
| B.1. FINDING DISCRIMINATION | 6 | 6,488 | 1,081.33 |
| B.2. FINDING NO DISCRIMINATION | 670 | 504,963 | 753.68 |
| B.3. DISMISSAL OF COMPLAINTS | 82 | 19,138 | 233.39 |
| C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION | 469 | 459,964 | 980.73 |
| C.1. AJ DECISION FULLY IMPLEMENTED | 458 | 440,810 | 962.47 |
| C.1.a. FINDING DISCRIMINATION | 4 | 7,347 | 1,836.75 |
| C.1.b. FINDING NO DISCRIMINATION | 422 | 411,328 | 974.71 |
| C.1.c. DISMISSAL OF COMPLAINTS | 32 | 22,135 | 691.72 |
| C.2. AJ DECISION NOT FULLY IMPLEMENTED | 11 | 19,154 | 1,741.27 |
| C.2.a. FINDING DISCRIMINATION | 6 | 13,676 | 2,279.33 |
| C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY | 0 | 0 | 0.00 |
| C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING | 0 | 0 | 0.00 |
| C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY | 6 | 13,676 | 2,279.33 |
| C.2.b. FINDING NO DISCRIMINATION | 5 | 5,478 | 1,095.60 |
| C.2.c. DISMISSAL OF COMPLAINTS | 0 | 0 | 0.00 |

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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2021

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

| | TOTAL NUMBER | TOTAL DAYS | AVERAGE DAYS |
|---|--------------|------------|--------------|
| D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED | 676 | 221,570 | 327.77 |
| D.1. COMPLAINANT REQUESTED IMMEDIATE FAD | 250 | 86,360 | 345.44 |
| D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST | 26 | 1,191 | 45.81 |
| D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST | 224 | 85,169 | 380.22 |
| D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD | 199 | 82,758 | 415.87 |
| D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD | 18 | 927 | 51.50 |
| D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD | 181 | 81,831 | 452.10 |
| D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b) | 187 | 37,122 | 198.51 |
| D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE | 79 | 3,449 | 43.66 |
| D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE | 108 | 33,673 | 311.79 |
| D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b) | 40 | 15,330 | 383.25 |
| D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION | 5 | 158 | 31.60 |
| D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION | 35 | 15,172 | 433.49 |

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

| | NUMBER | AMOUNT |
|---|--------|----------------|
| A. TOTAL COMPLAINTS CLOSED WITH BENEFITS | 261 | |
| B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT | 184 | \$5,946,570.18 |
| B.1. BACK PAY/FRONT PAY | 13 | \$192,089.11 |
| B.2. LUMP SUM PAYMENT | 105 | \$2,619,017.58 |
| B.3. COMPENSATORY DAMAGES | 55 | \$1,609,567.45 |
| B.4. ATTORNEY FEES AND COSTS | 75 | \$1,525,896.04 |
| D. INTENTIONALLY LEFT BLANK | | |
| E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT | 177 | |
| F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES | | |
| F.1. HIRES | 4 | 1 |
| F.1.a. RETROACTIVE | 0 | 0 |
| F.1.b. NON-RETROACTIVE | 0 | 1 |
| F.2. PROMOTIONS | 1 | 3 |
| F.2.a. RETROACTIVE | 0 | 0 |
| F.2.b. NON-RETROACTIVE | 1 | 3 |
| F.3. EXPUNGEMENTS | 9 | 5 |
| F.4. REASSIGNMENTS | 40 | 40 |
| F.5. REMOVALS RESCINDED | 7 | 3 |
| F.5.a. REINSTATEMENT | 0 | 0 |
| F.5.b. VOLUNTARY RESIGNATION | 7 | 3 |
| F.6. ACCOMMODATIONS | 4 | 2 |
| F.7. TRAINING | 32 | 20 |
| F.8. APOLOGY | 0 | 0 |
| F.9. DISCIPLINARY ACTIONS | 11 | 3 |
| F.9.a. RESCINDED | 6 | 1 |
| F.9.b. MODIFIED | 5 | 2 |
| F.10. PERFORMANCE EVALUATION MODIFIED | 9 | 0 |
| F.11. LEAVE RESTORED | 40 | 15 |
| F.12. NEUTRAL REFERENCE | 10 | 1 |
| F.13. | 0 | 0 |
| F.14. | 0 | 0 |

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AGENCY OR DEPARTMENT: Department of Homeland Security

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

| | NUMBER PENDING | NUMBER OF DAYS | AVERAGE DAYS | DAYS PENDING OLDEST CASE | OLDEST DOCKET # |
|--|----------------|----------------|--------------|--------------------------|-----------------|
| A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) | 2610 | 1934670 | 741.25287 | | |
| A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION | 8 | 563 | 70.375 | 219 | |
| A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS | 434 | 76442 | 176.13364 | 2549 | |
| A.2. COMPLAINTS PENDING IN INVESTIGATION | 424 | 90345 | 213.07783 | 2028 | |
| A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE | 95 | 41998 | 442.08421 | 1191 | |
| A.3. COMPLAINTS PENDING IN HEARINGS | 1231 | 1298017 | 1054.4411 | 3833 | 570-2017-00547X |
| A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION | 513 | 469303 | 914.82066 | 4942 | |

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

| | TOTAL | TOTAL DAYS | AVERAGE |
|---|----------------|------------|------------|
| A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD | 850 | 232224 | 273.20 |
| AGENCY INVESTIGATIONS | | | |
| A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL | 167 | 56718 | 339.63 |
| A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS | 47 | 6562 | 139.62 |
| A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS | 67 | 18611 | 277.78 |
| A.1.b.1. TIMELY COMPLETED INVESTIGATIONS | 43 | 12075 | 280.81 |
| A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS | 24 | 6536 | 272.33 |
| A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS | 53 | 31545 | 595.19 |
| A.2. AGENCY INVESTIGATION COSTS | \$731,995.00 | | \$4,383.20 |
| CONTRACT INVESTIGATIONS | | | |
| A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS | 683 | 175506 | 256.96 |
| A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS | 305 | 43086 | 141.27 |
| A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS | 287 | 75275 | 262.28 |
| A.3.b.1. TIMELY COMPLETED INVESTIGATIONS | 181 | 47014 | 259.75 |
| A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS | 106 | 28261 | 266.61 |
| A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS | 91 | 57145 | 627.97 |
| A.4. CONTRACTOR INVESTIGATION COSTS | \$2,642,936.04 | | \$3,869.60 |

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2021

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

| A. INTENTIONALLY LEFT BLANK | | | | |
|---|------------|-------------|--------|--------------|
| B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS | COUNSELING | INDIVIDUALS | | |
| B.1. ADR OFFERED BY AGENCY | 1,721 | 1,630 | | |
| B.2. REJECTED BY INDIVIDUAL (COUNSELEE) | 725 | 691 | | |
| B.3. INTENTIONALLY LEFT BLANK | | | | |
| B.4. TOTAL ACCEPTED INTO ADR PROGRAM | 996 | 972 | | |
| C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS) | COUNSELING | INDIVIDUALS | | |
| C.1. INHOUSE | 633 | 621 | | |
| C.2. ANOTHER FEDERAL AGENCY | 204 | 202 | | |
| C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL) | 304 | 299 | | |
| C.4. MULTIPLE RESOURCES USED (Please specify in a comment box) | 122 | 121 | | |
| C.5. FEDERAL EXECUTIVE BOARD | 1 | 1 | | |
| C.6. | 0 | 0 | | |
| C.6.Mediator: Other | 0 | 0 | | |
| C.7. | 2 | 2 | | |
| | 0 | 0 | | |
| | COUNSELING | INDIVIDUALS | DAYS | AVERAGE DAYS |
| D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS) | 633 | 621 | 34,511 | 54.52 |
| D.1. MEDIATION | 615 | 603 | 34,092 | 55.43 |
| D.2. SETTLEMENT CONFERENCES | 1 | 1 | 42 | 42.00 |
| D.3. EARLY NEUTRAL EVALUATIONS | 0 | 0 | 0 | 0.00 |
| D.4. FACTFINDING | 0 | 0 | 0 | 0.00 |
| D.5. FACILITATION | 17 | 17 | 377 | 22.18 |
| D.6. OMBUDSMAN | 0 | 0 | 0 | 0.00 |
| D.7. PEER REVIEW | 0 | 0 | 0 | 0.00 |
| D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box) | 0 | 0 | 0 | 0.00 |
| D.9. | 0 | 0 | 0 | 0.00 |
| D.10. | 0 | 0 | 0 | 0.00 |
| E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS | COUNSELING | INDIVIDUALS | DAYS | AVERAGE DAYS |
| E.1. TOTAL CLOSED | 996 | 972 | 50,450 | 50.65 |
| E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary) | 91 | 91 | 4,893 | 53.77 |
| E.1.b. NO FORMAL COMPLAINT FILED | 315 | 313 | 13,670 | 43.40 |
| E.1.c. COMPLAINT FILED | | | | |
| E.1.c.i. NO RESOLUTION | 426 | 418 | 23,717 | 55.67 |
| E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d) | 140 | 136 | 6,727 | 48.05 |
| E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD | 24 | 24 | 1,443 | 60.12 |

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2021

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

| B. ADR ACTIONS IN COMPLAINT CLOSURES | COMPLAINTS | COMPLAINANTS | | |
|--|------------|--------------|--------------|--------------|
| B.1. ADR OFFERED BY AGENCY | 470 | 444 | | |
| B.2. REJECTED BY COMPLAINANT | 280 | 259 | | |
| B.3. INTENTIONALLY LEFT BLANK | | | | |
| B.4. TOTAL ACCEPTED INTO ADR PROGRAM | 190 | 189 | | |
| C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS) | 90 | 89 | | |
| C.1. INHOUSE | 44 | 43 | | |
| C.2. ANOTHER FEDERAL AGENCY | 29 | 29 | | |
| C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY) | 16 | 16 | | |
| C.4. MULTIPLE RESOURCES USED (Please specify in a comment box) | 0 | 0 | | |
| C.5. FEDERAL EXECUTIVE BOARD | 0 | 0 | | |
| C.6. | 0 | 0 | | |
| C.6. Mediator: Other | 1 | 1 | | |
| C.7. | 0 | 0 | | |
| | COMPLAINTS | COMPLAINANTS | DAYS | AVERAGE DAYS |
| D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS) | 90 | 89 | 4910 | 54.56 |
| D.1. MEDIATION | 88 | 87 | 4876 | 55.41 |
| D.2. SETTLEMENT CONFERENCES | 1 | 1 | 28 | 28.00 |
| D.3. EARLY NEUTRAL EVALUATIONS | 0 | 0 | 0 | 0.00 |
| D.4. FACTFINDING | 0 | 0 | 0 | 0.00 |
| D.5. FACILITATION | 1 | 1 | 6 | 6.00 |
| D.6. OMBUDSMAN | 0 | 0 | 0 | 0.00 |
| D.7. MINI-TRIALS | 0 | 0 | 0 | 0.00 |
| D.8. PEER REVIEW | 0 | 0 | 0 | 0.00 |
| D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box) | 0 | 0 | 0 | 0.00 |
| D.10. | 0 | 0 | 0 | 0.00 |
| D.11. | 0 | 0 | 0 | 0.00 |
| E. STATUS OF CASES IN COMPLAINT CLOSURES | COMPLAINTS | COMPLAINANTS | DAYS | AVERAGE DAYS |
| E.1. TOTAL CLOSED | 190 | 189 | 10056 | 52.93 |
| E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary) | 25 | 25 | 1539 | 61.56 |
| E.1.b. WITHDRAWAL FROM EEO PROCESS | 6 | 6 | 309 | 51.50 |
| E.1.c. NO RESOLUTION | 93 | 92 | 5564 | 59.83 |
| E.1.d. NO ADR ATTEMPT | 66 | 66 | 2644 | 40.06 |
| 2. INTENTIONALLY LEFT BLANK | | | | |
| F. BENEFITS RECEIVED | COMPLAINTS | COMPLAINANTS | AMOUNT | |
| F.1. MONETARY (INSERT TOTALS) | 17 | 17 | \$370,115.30 | |
| F.1.a. COMPENSATORY DAMAGES | 5 | 5 | \$61,860.45 | |
| F.1.b. BACKPAY/FROTPAY | 1 | 1 | \$0.00 | |
| F.1.c. LUMP SUM | 7 | 7 | \$201,700.00 | |
| F.1.d. ATTORNEY FEES AND COSTS | 12 | 12 | \$106,554.85 | |
| F.1.e. | 0 | 0 | \$0.00 | |
| F.2. NON-MONETARY (INSERT TOTALS) | 15 | 15 | | |
| F.2.a. HIRES | 0 | 0 | | |
| F.2.a.i. RETROACTIVE | 0 | 0 | | |
| F.2.a.ii. NON-RETROACTIVE | 0 | 0 | | |
| F.2.b. PROMOTIONS | 0 | 0 | | |
| F.2.b.i. RETROACTIVE | 0 | 0 | | |
| F.2.b.ii. NON-RETROACTIVE | 0 | 0 | | |
| F.2.c. EXPUNGEMENTS | 1 | 1 | | |
| F.2.d. REASSIGNMENTS | 8 | 8 | | |
| F.2.e. REMOVALS RESCINDED | 1 | 1 | | |
| F.2.e.i. REINSTATEMENT | 0 | 0 | | |
| F.2.e.ii. VOLUNTARY RESIGNATION | 1 | 1 | | |
| F.2.f. ACCOMMODATIONS | 0 | 0 | | |
| F.2.g. TRAINING | 2 | 2 | | |
| F.2.h. APOLOGY | 0 | 0 | | |
| F.2.i. DISCIPLINARY ACTIONS | 0 | 0 | | |
| F.2.i.i. RESCINDED | 0 | 0 | | |
| F.2.i.ii. MODIFIED | 0 | 0 | | |
| F.2.j. PERFORMANCE EVALUATION MODIFIED | 2 | 2 | | |
| F.2.k. LEAVE RESTORED | 8 | 8 | | |
| F.2.l. NEUTRAL REFERENCE | 1 | 1 | | |
| F.2.m. | 0 | 0 | | |
| F.2.n. | 0 | 0 | | |

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2021

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

| | |
|---|--------------|
| A. NO LONGER COLLECTED | |
| B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR | 216015 |
| C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.) | 34 |
| C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY) | 9 |
| C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY) | 4 |
| C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT) | 8 |
| C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS) | 13 |
| | AMOUNT |
| D. EEO ADR FUNDING SPENT | \$806,056.00 |

E. EEO ADR VVVCONTACT INFORMATION

E.4. EMAIL: nicole.swann@hq.dhs.gov

E.3. TELEPHONE NUMBER: (202) 357-1252

E.2. TITLE: ADR Manager

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER: Nicole Swann

| | | |
|---|-----|----|
| F. EEO ADR PROGRAM INFORMATION | YES | NO |
| F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR? | | X |
| F.1a. If yes, is there a written policy requiring the participation? | X | |
| F.1. Does the agency require the alleged responsible management official to participate in EEO ADR? | X | |

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2020 through September 30, 2021 is accurate and complete.

NAME OF CERTIFYING OFFICIAL: Veronica Venture

TITLE OF CERTIFYING OFFICIAL: Deputy Officer, CRCL/Director for EEO & Diversity

TELEPHONE NUMBER: (202) 357-1270

E-MAIL: veronica.venture@hq.dhs.gov

SIGNATURE OF CERTIFYING OFFICIAL: _____
 (Enter PIN to serve as your electronic signature)

DATE: 18-10-2021

NAME OF PREPARER: _____

TITLE OF PREPARER: _____

TELEPHONE NUMBER: _____

E-MAIL: _____

DATE: _____

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2021

Form 462 Comments

| Part Name | COMMENT (expression left evaluation symbol expression_right value1 value2 comment) |
|-----------|--|
|-----------|--|

PART III

HSAD - B.2.c. ES Receiving no training at all, Counselors, Agency + B.2.c. ES Receiving no training at all, Counselors, Contract + B.2.c. ES Receiving no training at all, Investigators, Agency + B.2.c. ES Receiving no training at all, Investigators, Contract + B.2.c. ES Receiving no training at all, Couns/Investig. Agency + B.2.c. ES Receiving no training at all, Counselors, Contract | = | 0 | 10 | 0 | Due to transition in EEO Leadership

Part III

HSAD - B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 10 | 0 | Due to transition in EEO Leadership

PART X

HSAB - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 1 | 0 | use of shared neutrals