

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 2022

**PART I - PRE-COMPLAINT ACTIVITIES**

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
<b>TOTAL COMPLETED/ENDED COUNSELING</b>		
	COUNSELING	INDIVIDUALS
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>	2,831	2,681
C.1. COUNSELED WITHIN 30 DAYS	1,364	1,304
C.2. COUNSELED WITHIN 31 TO 90 DAYS	1,431	1,399
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	288	283
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1,121	1,099
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	22	22
C.3. COUNSELED BEYOND 90 DAYS	36	36
C.4. COUNSELED DUE TO REMANDS	0	0
<b>D. PRE-COMPLAINT ACTIVITIES</b>	COUNSELING	INDIVIDUALS
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	373	369
D.2. INITIATED DURING THE REPORTING PERIOD	2,868	2,717
D.3. COMPLETED/ENDED COUNSELINGS	2,831	2,681
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	95	93
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	1,087	1,065
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1,582	1,515
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	67	67
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	410	410

**E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$6,666.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$6,666.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.5. OTHER NON-ADR SETTLEMENTS W/ MONETARY BENEFITS	0	0	\$0.00

**F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	4	4
F.1. HIRES	0	0
F.2. PROMOTIONS	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	2	2
F.5. REMOVALS RESCINDED	0	0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F.9.a. RESCINDED	0	0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	3	3
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.13. OTHER NON-ADR SETTLEMENTS W/NON-MONETARY BENEFITS	0	0

**G. ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	14	14	\$179,625.58
G.1. COMPENSATORY DAMAGES	5	5	\$68,081.96
G.2. BACKPAY/FRONTPAY	1	1	\$4,451.41
G.3. LUMP SUM PAYMENT	8	8	\$97,092.21
G.4. ATTORNEY FEES AND COSTS	1	1	\$10,000.00
G.5.	0	0	\$0.00
G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS	0	0	\$0.00

**H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	82	81
H.1. HIRES	2	2
H.2. PROMOTIONS	3	3
H.3. EXPUNGEMENTS	1	1
H.4. REASSIGNMENTS	59	58
H.5. REMOVALS RESCINDED	3	3
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	12	12
H.8. APOLOGY	2	2
H.9. DISCIPLINARY ACTIONS	4	4
H.9.a. RESCINDED	2	2
H.9.b. MODIFIED	2	2
H.10. PERFORMANCE EVALUATION MODIFIED	8	8
H.11. LEAVE RESTORED	5	5
H.12. NEUTRAL REFERENCE	3	3
H.13.	0	0
H.13. OTHER ADR SETTLEMENTS W/NON-MONETARY BENEFITS	0	0

**I. NON-ADR SETTLEMENTS**

	COUNSELING	INDIVIDUALS
TOTAL	5	5

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 2022

**PART II - FORMAL COMPLAINT ACTIVITIES**

2,528	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1,637	B. COMPLAINTS FILED
7	C. REMANDS (sum of lines C1+C2+C3)
5	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
4,170	D. TOTAL COMPLAINTS
4,053	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
1,597	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
117	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
36	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
2,539	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1,559	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
56	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
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	215,243			
A.1.b. PERMANENT EMPLOYEES	189,054			
<b>A.2. COUNSELOR</b>				
A.2.a. FULL-TIME	85	85.86	19	76.00
A.2.b. PART-TIME	6	6.06	6	24.00
A.2.c. COLLATERAL DUTY	8	8.08	0	0.00
<b>A.3. INVESTIGATOR</b>				
A.3.a. FULL-TIME	19	59.38	147	79.03
A.3.b. PART-TIME	0	0.00	39	20.97
A.3.c. COLLATERAL DUTY	13	40.63	0	0.00
<b>A.4. COUNSELOR/INVESTIGATOR</b>				
A.4.a. FULL-TIME	0	0.00	2	66.67
A.4.b. PART-TIME	0	0.00	1	33.33
A.4.c. COLLATERAL DUTY	1	100.00	0	0.00

**B. AGENCY & CONTRACT STAFF TRAINING**

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>B.1. STAFF - TOTAL</b>	100	13	31	161	1	3
B.1.a. NEW STAFF RECEIVING AT LEAST 32 HOURS OF TRAINING	7	5	4	34	1	0
B.1.b. EXPERIENCED STAFF RECEIVING AT LEAST 8 HOURS OF TRAINING	90	8	25	127	0	3
B.1.c. TRAINING REQUIREMENT NOT MET	3	0	2	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?				
PERSON	Peter E. Mina				
TITLE	Senior Official Performing the Duties of the CRCL Officer				
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?				
PERSON	Veronica Venture				
TITLE	Director, EEO and Diversity Programs				
4.	WHO DOES THAT PERSON REPORT TO?				
PERSON	Peter E. Mina				
TITLE	Senior Official Performing the Duties of the CRCL Officer				

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 2022

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 /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	4	0	18	6	0	17	5	33	169	81	80
C. AWARDS	0	0	0	5	1	0	6	2	15	63	27	27
E. DISCIPLINARY ACTION	2	3	0	72	11	0	42	35	146	591	235	231
E.1. DEMOTION	0	0	0	2	1	0	4	0	5	18	8	8
E.3. SUSPENSION	1	1	0	16	1	0	15	10	37	155	63	62
E.4. REMOVAL	0	2	0	8	1	0	4	4	18	82	34	33
E.6 OTHER DISCIPLINARY ACTIONS	0	0	0	14	2	0	6	7	31	103	43	41
E.6Other Disciplinary Actions	0	0	0	0	0	0	0	0	0	0	0	0
E.7Other Disciplinary Actions	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	1	3	0	43	9	0	30	8	84	347	126	124
H. EXAMINATION/TEST	0	0	0	2	0	0	2	4	5	26	15	14
I. HARASSMENT	3	16	0	167	33	1	93	82	318	1,492	640	626
I.1. NON-SEXUAL	3	16	0	165	33	1	93	81	306	1,432	610	598
I.2. SEXUAL									16	60	48	48
J. MEDICAL EXAMINATION	0	0	0	4	1	0	2	149	49	318	195	193
K. PAY INCLUDING OVERTIME	0	1	0	11	1	0	4	4	33	127	52	52
L. PROMOTION/NON-SELECTION	1	6	0	55	19	1	35	8	92	466	195	193
M. REASSIGNMENT	1	1	0	16	4	0	3	2	39	140	71	71
N. REASONABLE ACCOMMODATION									53	186	113	110
P. RELIGIOUS ACCOMODATION								36	9	45	37	37
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	8	2	0	4	2	12	62	28	28
T. TERMINATION	0	1	0	25	7	0	16	14	49	242	106	104
V. TIME AND ATTENDANCE	1	2	0	24	6	0	22	14	59	252	112	111
W. TRAINING	0	0	0	15	3	0	7	16	25	123	61	61
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	2	0	0	17	5	2	13	65	51	239	124	121

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 2022

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 /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL ISSUES BY BASES	12	47	0	555	127	6	334	556	1,226			
TOTAL ALL COMPLAINTS FILED BY BASES	8	33	0	319	80	6	198	376	635			
TOTAL ALL COMPLAINANTS BY BASES	8	33	0	304	80	6	190	362	602			

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 2022

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	9	0	0	4	9			27	14	15	1	169	81	80
C. AWARDS	8	3	0	0	3	3			10	1	5	1	63	27	27
E. DISCIPLINARY ACTION	33	70	1	1	18	18			60	32	46	1	591	235	231
E.1. DEMOTION	1	3	0	0	0	1			1	0	0	0	18	8	8
E.3. SUSPENSION	8	17	0	0	7	6			17	8	11	0	155	63	62
E.4. REMOVAL	8	3	0	0	2	1			10	9	12	0	82	34	33
E.6. OTHER DISCIPLINARY ACTIONS	3	16	1	0	1	3			9	4	5	1	103	43	41
E.6. Other Disciplinary Actions	0	0	0	0	0	0			0	0	0	0	0	0	0
E.7. Other Disciplinary Actions	0	0	0	0	0	0			0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	17	34	1	0	11	5			51	22	27	1	347	126	124
H. EXAMINATION/TEST	0	3	0	0	1	1			1	1	5	1	26	15	14
I. HARASSMENT	67	208	8	3	56	50			173	71	133	7	1,492	640	626
I.1. NON-SEXUAL	60	178	7	3	55	50			172	71	131	7	1,432	610	598
I.2. SEXUAL	7	36	1	0									60	48	48
J. MEDICAL EXAMINATION	3	5	0	0	3	1			12	15	67	7	318	195	193
K. PAY INCLUDING OVERTIME	8	10	1	1	4	5	2	0	15	6	21	0	127	52	52
L. PROMOTION/NON-SELECTION	28	34	1	0	25	13			104	12	32	0	466	195	193
M. REASSIGNMENT	12	9	1	0	5	2			24	9	12	0	140	71	71
N. REASONABLE ACCOMMODATION DISABILITY				1						53	79	0	186	113	110
P. RELIGIOUS ACCOMMODATION													45	37	37
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	2	6	0	1	1	0			9	5	10	0	62	28	28
T. TERMINATION	9	22	1	3	6	6			26	26	31	0	242	106	104
V. TIME AND ATTENDANCE	12	30	1	1	5	8			25	10	29	3	252	112	111
W. TRAINING	6	16	0	1	5	1			10	8	9	1	123	61	61
X. OTHER TERMS/CONDITIONS OF EMPLOYME	13	18	0	1	3	5			17	10	14	3	239	124	121

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 2022

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 ISSUES BY BASES	272	548	16	18	179	147	2	0	666	332	629	35			
TOTAL ALL COMPLAINTS FILED BY BASES	161	317	11	14	112	83	2	0	395	182	378	23			
TOTAL ALL COMPLAINANTS BY BASES	157	310	11	14	109	81	2	0	381	174	366	23			

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 2022

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

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	BASES 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 COMPLAINTS 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	1	0	0	5	3	0	2	0	7	14	7	7	31	17	15
C. AWARDS	0	0	0	2	2	0	3	0	4	0	0	0	24	9	9
E. DISCIPLINARY ACTION	1	1	0	11	5	0	9	2	40	21	11	11	128	46	46
E.1. DEMOTION	0	0	0	4	1	0	2	0	1	3	2	2	12	4	4
E.3. SUSPENSION	0	0	0	1	1	0	2	1	7	2	1	1	24	9	9
E.4. REMOVAL	0	0	0	1	0	0	0	0	3	3	2	2	7	3	3
E.6. OTHER DISCIPLINARY ACTIONS	0	0	0	1	2	0	1	0	5	3	2	2	15	5	5
E.6.Other Disciplinary Actions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7Other Disciplinary Actions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	1	2	0	11	7	0	11	3	37	25	12	12	144	43	40
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	2	0	0	0	6	2	2
I. HARASSMENT	0	6	0	34	19	0	16	10	89	81	40	40	526	137	126
I.1. NON-SEXUAL	0	6	0	34	19	0	16	10	79	78	38	38	490	120	110
I.2. SEXUAL									10	3	3	3	36	18	17
J. MEDICAL EXAMINATION	0	0	0	1	0	0	1	0	2	1	1	1	12	4	4
K. PAY INCLUDING OVERTIME	0	0	0	3	0	0	0	1	4	2	1	1	26	10	10
L. PROMOTION/NON-SELECTION	0	2	0	11	7	1	2	1	25	21	11	11	152	43	38
M. REASSIGNMENT	0	1	0	7	6	0	1	3	17	15	5	5	61	23	23
N. REASONABLE ACCOMMODATION									23	10	6	6	74	33	33
P. RELIGIOUS ACCOMODATION								3	2	0	0	0	5	3	3
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	1	0	0	0	0	0	0	3	1	1	1	9	3	3
T. TERMINATION	0	1	0	5	3	0	6	1	12	19	6	6	40	18	17
V. TIME AND ATTENDANCE	0	0	0	3	4	0	4	2	16	2	1	1	132	25	25
W. TRAINING	0	1	0	2	4	0	2	0	6	4	2	2	28	11	11
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	4	2	0	4	0	10	11	7	6	34	13	13

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 2022

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

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTELEMENTS						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. COUNSELING SETTLEMENT ALLEGATIONS	0	4	0	30	10	0	12	8	40						
1.1A. NUMBER OF COUNSELINGS SETTLED	0	2	0	25	5	0	10	5	29						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	2	0	25	5	0	10	5	28						
2. COMPLAINT SETTLEMENT ALLEGATIONS	4	13	0	83	61	2	54	20	311						
2.2A. NUMBER OF COMPLAINTS SETTLED	2	7	0	52	25	2	30	7	140						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	2	7	0	49	23	2	29	7	124						

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 2022

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PREGNANCY DISCRIMINATION ACT	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	1	1	0	0	5	3			8	2	3	1	14	7	7	31	17	15
C. AWARDS	1	3	0	1	0	0			3	1	1	0	0	0	0	24	9	9
E. DISCIPLINARY ACTION	6	19	2	0	3	2			20	11	17	0	21	11	11	128	46	46
E.1. DEMOTION	1	3	0	0	0	0			2	1	0	0	3	2	2	12	4	4
E.3. SUSPENSION	1	2	0	0	2	0			4	2	3	0	2	1	1	24	9	9
E.4. REMOVAL	1	1	1	0	0	0			1	1	1	0	3	2	2	7	3	3
E.6. OTHER DISCIPLINARY ACTIONS	1	2	0	0	0	0			2	2	2	0	3	2	2	15	5	5
E.6. Other Disciplinary Actions	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.7. Other Disciplinary Actions	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	2	22	0	2	3	6			15	5	19	0	25	12	12	144	43	40
H. EXAMINATION/TEST	0	0	0	0	1	0			1	0	2	0	0	0	0	6	2	2
I. HARASSMENT	17	67	2	4	14	7			34	14	35	0	81	40	40	526	137	126
I.1. NON-SEXUAL	14	50	2	4	14	7			34	14	35	0	78	38	38	490	120	110
I.2. SEXUAL	3	17	0	0									3	3	3	36	18	17
J. MEDICAL EXAMINATION	0	1	0	0	0	0			0	1	4	0	1	1	1	12	4	4
K. PAY INCLUDING OVERTIME	1	4	0	0	0	1	0	1	5	5	3	0	2	1	1	26	10	10
L. PROMOTION/NON-SELECTION	4	10	1	1	5	4			23	3	8	0	21	11	11	152	43	38
M. REASSIGNMENT	5	7	0	0	3	1			16	4	5	0	15	5	5	61	23	23
M.1. DENIED	2	2	0	0	2	0			3	2	1	0	4	3	3	22	9	9
M.2. DIRECTED	3	5	0	0	1	1			13	2	4	0	13	3	3	43	16	16
N. REASONABLE ACCOMMODATION DISABILITY				2						11	34	0	10	6	6	74	33	33
P. RELIGIOUS ACCOMMODATION													0	0	0	5	3	3
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	1	1	0	0	0	0			0	0	1	0	1	1	1	9	3	3
T. TERMINATION	3	4	0	1	0	4			5	5	9	0	19	6	6	40	18	17
V. TIME AND ATTENDANCE	3	10	0	1	2	1			4	6	12	1	2	1	1	132	25	25
W. TRAINING	1	4	0	0	2	1			2	3	3	0	4	2	2	28	11	11
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	5	4	0	1	0	0			7	3	5	0	11	7	6	34	13	13

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 2022

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PREGNANCY DISCRIMINATION ACT	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. COUNSELING SETTLEMENT ALLEGATIONS	12	23	4	3	4	8	0	0	38	17	23	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	10	20	3	3	4	5	0	0	28	11	13	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	10	20	3	3	4	5	0	0	28	10	13	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	44	156	1	13	40	28	0	1	127	68	161	2						
2.2A. NUMBER OF COMPLAINTS SETTLED	25	80	1	8	26	15	0	1	71	30	82	2						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	24	78	1	8	25	13	0	1	67	28	78	2						

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 2022

**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	1	0	0	0	1	1	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	0
E. DISCIPLINARY ACTION	0	0	0	1	0	0	0	0	2	1	1	1	4	3	2	2	2
E.1. DEMOTION	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
E.3. SUSPENSION	0	0	0	1	0	0	0	0	0	0	0	0	2	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.6. OTHER DISCIPLINARY ACTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. Other Disciplinary Actions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7. Other Disciplinary Actions	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	1	0	0	0	1	1	1	1	1
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	1	0	0	0	0	11	11	7	7	11	7	6	3	2
I.1. NON-SEXUAL	0	0	0	1	0	0	0	0	11	10	6	6	11	7	6	3	2
I.2. SEXUAL									0	1	1	1	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	0	0	4	4	3	3	2	2	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	2	0	0	0	2	2	2	2	1
N. REASONABLE ACCOMMODATION									5	4	3	3	8	4	8	4	4
P. RELIGIOUS ACCOMODATION								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	2	0	0	0	3	2	2	1	1
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	2	1	1	1	2	1	2	1	1
W. TRAINING	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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 2022

**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. Final Agency Decision Findings	0	0	0	0	1	0	1	0	12								
1.1a. Number FADs with Findings	0	0	0	0	1	0	1	0	9								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	1	0	1	0	9								
2. AJ Decision Findings	0	0	0	2	0	0	0	0	25								
2.2a. Number AJ Decisions With Findings	0	0	0	1	0	0	0	0	12								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	17								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	7								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	6								

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 2022

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

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	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS 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	1	1	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	0	0	0
E. DISCIPLINARY ACTION	0	1	0	0	0	0			0	1	0	0	1	1	1	4	3	2	2	2
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1
E.3. SUSPENSION	0	1	0	0	0	0			0	0	0	0	0	0	0	2	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.6. OTHER DISCIPLINARY ACTIONS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6. Other Disciplinary Actions	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.7. Other Disciplinary Actions	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	1	1	1	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	2	0	0	0	0			1	2	4	1	11	7	7	11	7	6	3	2
I.1. NON-SEXUAL	0	1	0	0	0	0			1	2	4	1	10	6	6	11	7	6	3	2
I.2. SEXUAL	0	1	0	0	0	0							1	1	1	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	0	0	0	0	1			0	0	0	1	4	3	3	2	2	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	2	2	2	2	1
N. REASONABLE ACCOMMODATION DISABILITY				0						2	5	0	4	3	3	8	4	8	4	4
P. RELIGIOUS ACCOMMODATION													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	1	0	0	0	0	3	2	2	1	1
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	1	0	1	1	1	2	1	2	1	1
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	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 2022

**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. Final Agency Decision Findings	0	2	0	0	1	0	0	0	1	4	5	2								
1.1a. Number FADs with Findings	0	2	0	0	1	0	0	0	1	4	5	1								
1.1b. Number Complainants Issued FAD Findings	0	2	0	0	1	0	0	0	1	3	5	1								
2. AJ Decision Findings	0	3	0	0	0	0	0	0	1	2	6	0								
2.2a. Number AJ Decisions With Findings	0	2	0	0	0	0	0	0	1	1	3	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	1	2	6	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	1	1	3	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	1	1	3	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 2022

**PART V - SUMMARY OF CLOSURES BY STATUTE**

A. STATUTE	(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)
1394	A.1. TITLE VII
27	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
510	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
534	A.3. REHABILITATION ACT
4	A.4. EQUAL PAY ACT (EPA)
10	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
2479	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	1,633	1,115,353	683.01
A.1. WITHDRAWALS	137	50,807	370.85
A.1.a. NON-ADR WITHDRAWALS	125	49,347	394.78
A.1.b. ADR WITHDRAWALS	12	1,460	121.67
A.2. SETTLEMENTS	264	173,866	658.58
A.2.a. NON-ADR SETTLEMENTS	236	160,754	681.16
A.2.b. ADR SETTLEMENTS	28	13,112	468.29
A.3. FINAL AGENCY ACTIONS	1,232	890,680	722.95
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	789	441,114	559.08
B.1. FINDING DISCRIMINATION	16	20,759	1,297.44
B.2. FINDING NO DISCRIMINATION	644	388,537	603.32
B.3. DISMISSAL OF COMPLAINTS	129	31,818	246.65
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	443	449,566	1,014.82
C.1. AJ DECISION FULLY IMPLEMENTED	436	438,059	1,004.72
C.1.a. FINDING DISCRIMINATION	7	11,393	1,627.57
C.1.b. FINDING NO DISCRIMINATION	403	409,104	1,015.15
C.1.c. DISMISSAL OF COMPLAINTS	26	17,562	675.46
C.2. AJ DECISION NOT FULLY IMPLEMENTED	7	11,507	1,643.86
C.2.a. FINDING DISCRIMINATION	7	11,507	1,643.86
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	7	11,507	1,643.86
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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 2022

**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	660	126,138	191.12
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	207	32,354	156.30
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	107	4,654	43.50
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	100	27,700	277.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	215	48,635	226.21
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	76	3,537	46.54
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	139	45,098	324.45
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	189	35,634	188.54
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	120	5,302	44.18
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	69	30,332	439.59
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	49	9,515	194.18
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	16	526	32.88
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	33	8,989	272.39

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	287	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	216	\$7,765,331.67
B.1. BACK PAY/FRONT PAY	18	\$89,200.44
B.2. LUMP SUM PAYMENT	129	\$3,550,796.71
B.3. COMPENSATORY DAMAGES	63	\$2,083,026.62
B.4. ATTORNEY FEES AND COSTS	99	\$2,042,307.90
D. INTENTIONALLY LEFT BLANK		
B.5. OTHER MONETARY BENEFITS	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	186	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	5	0
F.2. PROMOTIONS	4	2
F.3. EXPUNGEMENTS	9	4
F.4. REASSIGNMENTS	56	53
F.5. REMOVALS RESCINDED	12	4
F.6. ACCOMMODATIONS	6	4
F.7. TRAINING	37	14
F.8. APOLOGY	1	1
F.9. DISCIPLINARY ACTIONS	11	7
F.9.a. RESCINDED	6	5
F.9.b. MODIFIED	5	2
F.10. PERFORMANCE EVALUATION MODIFIED	9	3
F.11. LEAVE RESTORED	39	8
F.12. NEUTRAL REFERENCE	8	4
F.13.	0	0
F.13. OTHER NON-MONETARY BENEFITS	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 2022

**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)	2541	1519178	597.86615		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	7	522	74.571428	245	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	848	146290	172.51175	2194	
A.2. COMPLAINTS PENDING IN INVESTIGATION	476	103019	216.42647	849	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	107	56925	532.00934	849	
A.3. COMPLAINTS PENDING IN HEARINGS	992	1086385	1095.1461	4198	570-2021-00823X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	218	182962	839.27522	3780	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	882	233796	265.07
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	63	24757	392.97
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	16	1911	119.44
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	12	3439	286.58
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	9	2492	276.89
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	3	947	315.67
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	35	19407	554.49
A.2. AGENCY INVESTIGATION COSTS	\$230,978.40		\$3,666.32
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	819	209039	255.24
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	398	52339	131.51
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	270	69084	255.87
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	177	43958	248.35
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	93	25126	270.17
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	151	87616	580.24
A.4. CONTRACTOR INVESTIGATION COSTS	\$3,331,710.53		\$4,068.02

**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	2,003	1,933		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	772	749		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,231	1,205		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	254	253		
C.2. EXTERNAL	431	423		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	50	49		
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	1,231	1,205	68,953	56.01
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	90	89	5,239	58.21
E.1.b. NO FORMAL COMPLAINT FILED	428	425	21,338	49.86
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	463	456	28,697	61.98
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	217	215	11,892	54.80
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	33	33	1,787	54.15



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 2022

**PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES**

**EEO ADR RESOURCES**

<b>A. NO LONGER COLLECTED</b>	
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>	215243
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	150
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	7
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	3
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	118
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	22
	AMOUNT
<b>D. EEO ADR FUNDING SPENT</b>	\$840,249.00

**E. EEO ADR VVVCONTACT INFORMATION**

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

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

E.2. TITLE: Director, ADR

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

<b>F. EEO ADR PROGRAM INFORMATION</b>	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, 2021 through September 30, 2022 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: 28-10-2022

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 2022

### 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 | 1 | 0 | EES made several attempts to schedule an experienced staff for the EEO Refresher Training Course; however, the training was unavailable. Efforts are underway to schedule the experienced staff for an upcoming course

**Part III**

HSAD - B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 1 | 0 | EES made several attempts to schedule an experienced staff for the EEO Refresher Training Course; however, the training was unavailable. Efforts are underway to schedule the experienced staff for an upcoming course

**PART VIII**

HSCB - If A.1. Complaints Pending Written Notification, Number Pending > 0, Then A.1. Complaints Pending Written Notification, Number of Days > 0 | > | 0 | 0 | 0 | Complainant filed formal on 9/30/2022 and Acknowledgement Letter was issued in FY23 on 10/4/2022

HSCB - If A.1. Complaints Pending Written Notification, Number Pending > 0, Then A.1. Complaints Pending Written Notification, Days Pending Oldest Case > 0 | > | 0 | 0 | 0 | Data is correct

**Part VIII**

HSBD - A -- Total | = | Part II.I | 967 | 965 | Complainants requested a hearing prior to investigation being completed. Investigations are currently being assigned.

**PART X**

HSBD - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 50 | 0 | Co-mediators were using during mediation session.

HSBD - D.8 Multiple Techniques Used,COUNSELINGS | = | 0 | 1 | 0 | Complainant participated in mediation and facilitation.

**PART XI**

HSBD - C.4 Multiple Resources Used, COMPLAINTS | = | 0 | 11 | 0 | Co-mediators were using during mediation session.

HSBC - E.1.c. NO RESOLUTION, AVERAGE DAYS | between | 0 and 100 | 558.6666666666667 | 100 | There are no requirements to complete Formal ADR under 100 days in MD-110 or CFR1614