

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 2023

PART I - PRE-COMPLAINT ACTIVITIES

INTENTIONALLY LEFT BLANK	COUNSELING	INDIVIDUALS
	TOTAL COMPLETED/ENDED COUNSELING	
C. TOTAL COMPLETED/ENDED COUNSELINGS	2,446	2,302
C.1. COUNSELED WITHIN 30 DAYS	960	905
C.2. COUNSELED WITHIN 31 TO 90 DAYS	1,446	1,411
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	252	248
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1,172	1,151
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	22	22
C.3. COUNSELED BEYOND 90 DAYS	40	40
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	410	410
D.2. INITIATED DURING THE REPORTING PERIOD	2,423	2,268
D.3. COMPLETED/ENDED COUNSELINGS	2,446	2,302
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	107	106
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	1,058	1,024
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1,217	1,166
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	64	64
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	387	384

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	3	3	\$6,665.00
E.1. COMPENSATORY DAMAGES	2	2	\$1,500.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$3,165.00
E.4. ATTORNEY FEES AND COSTS	1	1	\$2,000.00
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	5	5
F.1. HIRES	0	0
F.2. PROMOTIONS	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	3	3
F.5. REMOVALS RESCINDED	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
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F.9.a. RESCINDED	0	0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	1	1
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	22	22	\$165,025.00
G.1. COMPENSATORY DAMAGES	1	1	\$5,000.00
G.2. BACKPAY/FRONTPAY	2	2	\$2,001.00
G.3. LUMP SUM PAYMENT	14	14	\$138,324.00
G.4. ATTORNEY FEES AND COSTS	5	5	\$19,700.00
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	97	96
H.1. HIRES	5	5
H.2. PROMOTIONS	1	1
H.3. EXPUNGEMENTS	5	5
H.4. REASSIGNMENTS	55	55
H.5. REMOVALS RESCINDED	5	5
H.6. ACCOMMODATIONS	3	3
H.7. TRAINING	17	17
H.8. APOLOGY	2	2
H.9. DISCIPLINARY ACTIONS	8	8
H.9.a. RESCINDED	5	5
H.9.b. MODIFIED	3	3
H.10. PERFORMANCE EVALUATION MODIFIED	6	6
H.11. LEAVE RESTORED	15	15
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	6	6

PART II - FORMAL COMPLAINT ACTIVITIES

2,309	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1,263	B. COMPLAINTS FILED
10	C. REMANDS (sum of lines C1+C2+C3)
10	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	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
3,582	D. TOTAL COMPLAINTS
3,475	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
1,683	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
107	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
52	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
1,847	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1,209	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
50	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	219,382			
A.1.b. PERMANENT EMPLOYEES	192,844			
A.2. COUNSELOR	90		8	
A.2.a. FULL-TIME	75	83.33	8	100.00
A.2.b. PART-TIME	5	5.56	0	0.00
A.2.c. COLLATERAL DUTY	10	11.11	0	0.00
A.3. INVESTIGATOR	16		168	
A.3.a. FULL-TIME	16	100.00	117	69.64
A.3.b. PART-TIME	0	0.00	51	30.36
A.3.c. COLLATERAL DUTY	0	0.00	0	0.00
A.4. COUNSELOR/INVESTIGATOR	0		6	
A.4.a. FULL-TIME	0	0.00	4	66.67
A.4.b. PART-TIME	0	0.00	2	33.33
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. STAFF - TOTAL	90	8	16	148	0	26
B.1.a. NEW STAFF RECEIVING AT LEAST 32 HOURS OF TRAINING	1	0	0	1	0	0
B.1.b. EXPERIENCED STAFF RECEIVING AT LEAST 8 HOURS OF TRAINING	82	8	16	147	0	26
B.1.c. TRAINING REQUIREMENT NOT MET	7	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?	PERSON Shoba Sivaprasad Wadhia			
	TITLE	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 Shoba Sivaprasad Wadhia			
	TITLE	CRCL Officer			

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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 /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	1	2	2	10	11	0	11	8	29	189	81	78
C. AWARDS	0	0	0	6	2	1	6	2	17	56	23	23
E. DISCIPLINARY ACTION	0	5	0	54	10	7	27	12	141	490	196	193
E.1. DEMOTION	0	1	0	1	0	0	2	1	5	24	9	9
E.3. SUSPENSION	0	2	0	19	3	0	6	5	46	146	61	60
E.4. REMOVAL	0	0	0	5	3	1	4	1	12	55	22	21
E.6 OTHER DISCIPLINARY ACTIONS	0	2	0	21	3	6	13	4	58	195	92	91
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	0	8	0	23	3	2	18	4	52	222	91	91
H. EXAMINATION/TEST	0	0	0	1	1	0	1	0	6	19	9	9
I. HARASSMENT	4	25	0	145	43	12	106	46	363	1,489	591	573
I.1. NON-SEXUAL	4	25	0	145	43	12	106	46	353	1,447	573	556
I.2. SEXUAL									12	42	30	30
J. MEDICAL EXAMINATION	0	2	0	3	0	1	2	8	18	73	38	37
K. PAY INCLUDING OVERTIME	0	0	0	11	1	1	6	2	25	102	42	42
L. PROMOTION/NON-SELECTION	0	7	0	30	19	7	25	12	91	438	178	172
M. REASSIGNMENT	0	2	0	9	3	2	5	3	27	115	46	46
N. REASONABLE ACCOMMODATION									48	184	115	115
P. RELIGIOUS ACCOMODATION								21	5	26	21	21
R. SEX-STEROTYPING										1	1	1
S. TELEWORK	0	2	0	6	1	2	3	1	12	62	24	24
T. TERMINATION	1	5	1	23	8	2	17	13	50	304	128	125
V. TIME AND ATTENDANCE	1	3	0	20	4	2	10	4	70	238	107	106
W. TRAINING	1	3	0	16	2	0	10	5	27	145	58	58
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	7	0	58	17	4	39	16	138	594	278	275

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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	10	74	3	435	130	46	298	166	1,175			
TOTAL ALL COMPLAINTS FILED BY BASES	6	41	3	265	88	25	170	107	633			
TOTAL ALL COMPLAINANTS BY BASES	6	41	3	255	84	25	165	103	601			

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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	13	10	3	0	8	10			30	15	26	0	189	81	78
C. AWARDS	3	4	0	0	0	2			6	1	6	0	56	23	23
E. DISCIPLINARY ACTION	19	51	5	0	24	18			49	25	43	0	490	196	193
E.1. DEMOTION	1	4	1	0	2	1			2	1	2	0	24	9	9
E.3. SUSPENSION	3	14	1	0	5	6			17	8	11	0	146	61	60
E.4. REMOVAL	4	4	1	0	4	0			5	4	7	0	55	22	21
E.6. OTHER DISCIPLINARY ACTIONS	8	21	1	0	9	8			18	9	14	0	195	92	91
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	8	25	2	1	7	11			29	9	20	0	222	91	91
H. EXAMINATION/TEST	0	1	2	0	0	1			2	2	2	0	19	9	9
I. HARASSMENT	67	171	24	10	56	64			151	76	121	4	1,489	591	573
I.1. NON-SEXUAL	62	151	20	10	55	64			150	76	121	4	1,447	573	556
I.2. SEXUAL	6	20	4	0									42	30	30
J. MEDICAL EXAMINATION	0	6	0	0	2	3			6	7	14	1	73	38	37
K. PAY INCLUDING OVERTIME	6	12	0	0	1	5	0	2	12	3	15	0	102	42	42
L. PROMOTION/NON-SELECTION	30	28	6	0	23	19			89	17	35	0	438	178	172
M. REASSIGNMENT	1	12	2	0	4	6			18	8	12	1	115	46	46
N. REASONABLE ACCOMMODATION DISABILITY				1						48	86	1	184	115	115
P. RELIGIOUS ACCOMMODATION													26	21	21
R. SEX-STEROTYPING	0	1	0										1	1	1
S. TELEWORK	4	10	0	1	0	0			6	3	11	0	62	24	24
T. TERMINATION	19	24	2	2	11	14			29	32	50	1	304	128	125
V. TIME AND ATTENDANCE	8	19	1	4	8	8			22	15	38	1	238	107	106
W. TRAINING	3	21	0	0	10	5			26	4	11	1	145	58	58
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	29	65	5	8	27	23			69	27	62	0	594	278	275

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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 ISSUES BY BASES	218	484	52	27	187	201	0	2	570	306	572	11			
TOTAL ALL COMPLAINTS FILED BY BASES	147	264	27	18	119	112	0	2	351	186	306	7			
TOTAL ALL COMPLAINANTS BY BASES	144	256	27	18	112	109	0	2	338	180	300	7			

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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 SETTLEMENT 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	0	2	0	2	2	0	2	2	6	14	8	8	33	14	14
C. AWARDS	0	0	0	4	0	0	2	0	9	3	2	2	27	9	8
E. DISCIPLINARY ACTION	0	0	0	21	6	0	10	5	49	35	10	10	133	52	51
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1
E.3. SUSPENSION	0	0	0	4	3	0	3	2	13	5	3	3	41	14	14
E.4. REMOVAL	0	0	0	2	0	0	1	0	4	0	0	0	12	5	5
E.6. OTHER DISCIPLINARY ACTIONS	0	0	0	11	2	0	5	2	20	15	7	7	60	29	29
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	0	1	0	16	4	0	10	4	30	28	10	10	114	34	34
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	3	1	1
I. HARASSMENT	1	7	0	42	14	2	27	15	115	135	40	40	762	158	150
I.1. NON-SEXUAL	1	7	0	42	14	2	27	15	112	129	37	37	746	150	142
I.2. SEXUAL									3	6	4	4	16	13	13
J. MEDICAL EXAMINATION	0	0	0	1	0	0	2	0	6	2	1	1	34	9	9
K. PAY INCLUDING OVERTIME	1	1	0	2	1	0	1	0	12	6	2	2	45	14	14
L. PROMOTION/NON-SELECTION	1	2	0	12	3	0	4	0	25	44	12	12	102	41	39
M. REASSIGNMENT	0	0	0	6	3	0	2	0	13	6	3	3	39	14	12
N. REASONABLE ACCOMMODATION									25	14	9	9	82	39	37
P. RELIGIOUS ACCOMODATION								7	3	1	1	1	9	6	6
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	2	0	0	2	0	8	2	2	2	30	10	10
T. TERMINATION	0	1	0	7	1	0	4	1	11	14	7	7	40	21	21
V. TIME AND ATTENDANCE	0	0	0	7	0	0	5	1	25	19	8	8	144	36	33
W. TRAINING	0	0	0	3	1	0	2	0	9	5	2	2	42	14	14
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	1	3	0	17	4	0	12	6	56	20	10	10	186	78	74

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	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									
1. COUNSELING SETTLEMENT ALLEGATIONS	2	3	0	37	7	1	15	6	56						
1.1A. NUMBER OF COUNSELINGS SETTLED	2	2	0	30	3	1	11	4	38						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	2	2	0	30	3	1	11	4	37						
2. COMPLAINT SETTLEMENT ALLEGATIONS	2	14	0	113	38	1	74	37	364						
2.2A. NUMBER OF COMPLAINTS SETTLED	2	9	0	50	19	1	36	20	146						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	2	9	0	46	17	1	36	20	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			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	3	5	0	1	0	4			8	3	7	0	14	8	8	33	14	14
C. AWARDS	1	2	0	0	1	4			3	1	2	0	3	2	2	27	9	8
E. DISCIPLINARY ACTION	6	18	0	0	4	5			19	12	13	0	35	10	10	133	52	51
E.1. DEMOTION	0	0	0	0	0	0			0	1	1	0	0	0	0	2	1	1
E.3. SUSPENSION	1	6	0	0	1	1			6	2	4	0	5	3	3	41	14	14
E.4. REMOVAL	1	0	0	0	0	1			0	1	2	0	0	0	0	12	5	5
E.6. OTHER DISCIPLINARY ACTIONS	3	10	0	0	3	3			7	5	4	0	15	7	7	60	29	29
E.6.Other Disciplinary Actions	0	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	0
G. EVALUATION/APPRaisal	8	8	0	0	4	4			16	6	5	0	28	10	10	114	34	34
H. EXAMINATION/TEST	0	1	0	0	0	0			1	0	1	0	0	0	0	3	1	1
I. HARASSMENT	23	66	4	2	27	22			47	21	38	1	135	40	40	762	158	150
I.1. NON-SEXUAL	21	55	4	2	27	22			47	21	38	1	129	37	37	746	150	142
I.2. SEXUAL	2	11	0	0									6	4	4	16	13	13
J. MEDICAL EXAMINATION	1	2	0	0	0	0			4	5	6	0	2	1	1	34	9	9
K. PAY INCLUDING OVERTIME	3	6	0	0	2	2	0	2	6	3	3	0	6	2	2	45	14	14
L. PROMOTION/NON-SELECTION	6	17	1	0	10	4			20	1	12	0	44	12	12	102	41	39
M. REASSIGNMENT	2	3	0	0	1	3			5	4	3	0	6	3	3	39	14	12
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	6	2	2
M.2. DIRECTED	2	0	0	0	0	0			3	0	0	0	3	1	1	8	2	1
N. REASONABLE ACCOMMODATION DISABILITY				1						19	35	0	14	9	9	82	39	37
P. RELIGIOUS ACCOMMODATION													1	1	1	9	6	6
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	2	0	0	0	0			5	4	5	0	2	2	2	30	10	10
T. TERMINATION	0	7	0	0	1	1			3	6	11	0	14	7	7	40	21	21
V. TIME AND ATTENDANCE	7	10	1	1	9	4			8	7	15	0	19	8	8	144	36	33
W. TRAINING	1	3	1	0	3	0			8	2	4	0	5	2	2	42	14	14
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	17	21	1	3	8	5			25	9	19	0	20	10	10	186	78	74

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AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2023

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	45	3	2	11	8	0	0	40	13	31	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	8	33	3	2	8	7	0	0	31	10	23	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	8	33	3	2	8	7	0	0	30	10	23	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	72	132	5	6	61	52	0	2	151	93	154	1						
2.2A. NUMBER OF COMPLAINTS SETTLED	29	70	3	4	33	24	0	2	73	37	70	1						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	27	69	3	4	33	22	0	2	66	36	66	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
C. AWARDS	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	1	0	0	0	4	1	4	1	1
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	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	1	0	0	0	4	1	4	1	1
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	1	0	0	1	0	0	0	0	0	3	1	3	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	1	0	0	1	0	1	0	10	4	2	2	22	11	19	9	9
I.1. NON-SEXUAL	0	1	0	0	1	0	1	0	8	4	2	2	20	10	17	8	8
I.2. SEXUAL									2	0	0	0	2	2	2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	4	0	0	2	0	2	1	1	1	15	7	15	7	7
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1
N. REASONABLE ACCOMMODATION									2	2	2	2	6	5	6	5	5
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	1	0	0	0	1	1	2	1	1	1	1	1	1	1
V. TIME AND ATTENDANCE	0	0	0	1	0	0	0	0	2	0	0	0	8	3	6	2	2
W. TRAINING	0	0	0	1	0	0	0	0	0	0	0	0	5	2	5	2	2
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	0	0	0	0	2	0	0	0	7	3	5	2	2

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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	1	0	0	1	1	1								
1.1a. Number FADs with Findings	0	0	0	1	0	0	1	1	1								
1.1b. Number Complainants Issued FAD Findings	0	0	0	1	0	0	1	1	1								
2. AJ Decision Findings	0	1	0	9	1	0	3	0	19								
2.2a. Number AJ Decisions With Findings	0	1	0	7	1	0	3	0	10								
3. Final Agency Order Findings Implemented	0	1	0	9	1	0	3	0	16								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	1	0	7	1	0	3	0	8								
3.3b. # of Complainants issued FOs with Findings Implemented	0	1	0	7	1	0	3	0	8								

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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	# 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	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
E. DISCIPLINARY ACTION	0	1	0	0	0	0			0	0	1	0	0	0	0	4	1	4	1	1
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	0	1	0	0	0	0			0	0	1	0	0	0	0	4	1	4	1	1
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	1	0	0	0	0	0			0	0	0	0	0	0	0	3	1	3	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	2	4	0	0	0	2			1	1	1	0	4	2	2	22	11	19	9	9
I.1. NON-SEXUAL	2	4	0	0	0	2			1	1	1	0	4	2	2	20	10	17	8	8
I.2. SEXUAL	0	0	0	0	0	0							0	0	0	2	2	2	2	2
J. MEDICAL EXAMINATION	0	1	0	0	0	0			0	1	0	0	0	0	0	2	1	0	0	0
K. PAY INCLUDING OVERTIME	0	1	0	0	0	0	0	1	0	0	0	0	2	1	1	0	0	0	0	0
L. PROMOTION/NON-SELECTION	1	2	0	0	0	2			4	0	0	0	1	1	1	15	7	15	7	7
M. REASSIGNMENT	0	0	0	0	0	0			0	0	1	0	0	0	0	1	1	1	1	1
N. REASONABLE ACCOMMODATION DISABILITY				0						0	6	0	2	2	2	6	5	6	5	5
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	0	0	2	1	1	1	1	1	1	1
V. TIME AND ATTENDANCE	0	3	0	0	0	0			0	1	1	0	0	0	0	8	3	6	2	2
W. TRAINING	1	0	0	0	0	0			2	0	0	0	0	0	0	5	2	5	2	2
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	2	0	0	0	0			0	1	1	0	0	0	0	7	3	5	2	2

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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	3	0	0	1	0	0	1	1	0	1	0									
1.1a. Number FADs with Findings	0	3	0	0	1	0	0	1	1	0	1	0									
1.1b. Number Complainants Issued FAD Findings	0	3	0	0	1	0	0	1	1	0	1	0									
2. AJ Decision Findings	5	11	0	0	3	3	0	0	6	4	10	0									
2.2a. Number AJ Decisions With Findings	4	5	0	0	2	2	0	0	4	2	6	0									
3. Final Agency Order Findings Implemented	5	7	0	0	3	3	0	0	6	1	10	0									
3.3a. # of Final Orders (Fos) With Findings Implemented	4	3	0	0	2	2	0	0	4	1	6	0									
3.3b. # of Complainants issued FOs with Findings Implemented	4	3	0	0	2	2	0	0	4	1	6	0									

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PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE	(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)
1531	A.1. TITLE VII
13	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
444	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
521	A.3. REHABILITATION ACT
5	A.4. EQUAL PAY ACT (EPA)
25	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
2539	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	1,735	887,231	511.37
A.1. WITHDRAWALS	175	54,549	311.71
A.1.a. NON-ADR WITHDRAWALS	173	54,015	312.23
A.1.b. ADR WITHDRAWALS	2	534	267.00
A.2. SETTLEMENTS	271	146,069	539.00
A.2.a. NON-ADR SETTLEMENTS	231	131,124	567.64
A.2.b. ADR SETTLEMENTS	40	14,945	373.62
A.3. FINAL AGENCY ACTIONS	1,289	686,613	532.67
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	841	297,119	353.29
B.1. FINDING DISCRIMINATION	7	5,686	812.29
B.2. FINDING NO DISCRIMINATION	458	200,276	437.28
B.3. DISMISSAL OF COMPLAINTS	376	91,157	242.44
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	448	389,494	869.41
C.1. AJ DECISION FULLY IMPLEMENTED	444	383,439	863.60
C.1.a. FINDING DISCRIMINATION	20	32,641	1,632.05
C.1.b. FINDING NO DISCRIMINATION	408	340,298	834.06
C.1.c. DISMISSAL OF COMPLAINTS	16	10,500	656.25
C.2. AJ DECISION NOT FULLY IMPLEMENTED	4	6,055	1,513.75
C.2.a. FINDING DISCRIMINATION	3	4,746	1,582.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	1	1,566	1,566.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	2	3,180	1,590.00
C.2.b. FINDING NO DISCRIMINATION	1	1,309	1,309.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	465	20,506	44.10
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	152	6,870	45.20
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	145	5,761	39.73
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	7	1,109	158.43
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	127	5,943	46.80
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	115	4,536	39.44
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	12	1,407	117.25
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	146	6,170	42.26
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	144	5,847	40.60
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	2	323	161.50
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	40	1,523	38.08
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	37	1,178	31.84
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	3	345	115.00

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	298	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	209	\$7,633,585.92
B.1. BACK PAY/FRONT PAY	23	\$247,512.38
B.2. LUMP SUM PAYMENT	106	\$2,369,236.54
B.3. COMPENSATORY DAMAGES	71	\$2,542,579.60
B.4. ATTORNEY FEES AND COSTS	91	\$2,474,257.40
D. INTENTIONALLY LEFT BLANK		
B.5. OTHER MONETARY BENEFITS	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	217	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	4	1
F.2. PROMOTIONS	9	1
F.3. EXPUNGEMENTS	12	9
F.4. REASSIGNMENTS	63	51
F.5. REMOVALS RESCINDED	17	3
F.6. ACCOMMODATIONS	5	1
F.7. TRAINING	37	15
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	21	7
F.9.a. RESCINDED	15	2
F.9.b. MODIFIED	6	5
F.10. PERFORMANCE EVALUATION MODIFIED	10	4
F.11. LEAVE RESTORED	41	20
F.12. NEUTRAL REFERENCE	8	3
F.13.	0	0
F.13. OTHER NON-MONETARY BENEFITS	0	0

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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)	2666	1140352	427.73892		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	825	352622	427.42066	92	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	508	107467	211.54921	2557	
A.2. COMPLAINTS PENDING IN INVESTIGATION	565	171670	303.84070	1181	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	203	115232	567.64532	1181	
A.3. COMPLAINTS PENDING IN HEARINGS	586	349546	596.49488	2782	570-2022-00773X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	182	159047	873.88461	4145	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	943	260231	275.96
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	39	8414	215.74
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	19	2076	109.26
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	14	3714	265.29
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	8	2128	266.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	6	1586	264.33
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	6	2624	437.33
A.2. AGENCY INVESTIGATION COSTS	\$84,238.60		\$2,159.96
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	904	251817	278.56
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	452	59027	130.59
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	242	62593	258.65
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	162	40470	249.81
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	80	22123	276.54
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	210	130197	619.99
A.4. CONTRACTOR INVESTIGATION COSTS	\$3,694,712.90		\$4,087.07

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	1,975	1,891		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	688	658		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,287	1,262		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	301	299		
C.2. EXTERNAL	327	323		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	33	33		
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	1,287	1,262	71,358	55.45
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	101	100	6,263	62.01
E.1.b. NO FORMAL COMPLAINT FILED	480	476	22,795	47.49
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	442	437	26,942	60.95
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	232	230	13,560	58.45
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	32	32	1,798	56.19

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 2023

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	219382
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	38
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	8
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	1
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	7
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	22
	AMOUNT
D. EEO ADR FUNDING SPENT	\$2,153,838.00

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

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, 2022 through September 30, 2023 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: 16-10-2023

NAME OF PREPARER: _____

TITLE OF PREPARER: _____

TELEPHONE NUMBER: _____

E-MAIL: _____

DATE: _____

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
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Form 462 Comments

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

PART VIII

HSBD - 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 | No cases pending written notification.

Part VIII

HSBD - A -- Total | = | Part II. I | 1638 | 819 | No conflict.

PART X

HSBD - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COUNSELINGS | > | 0 | 33 | 0 | Co-mediators used.

HSBD - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 33 | 0 | Co-mediators used.

PART XI

HSBC - E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary), AVERAGE DAYS | between | 0 and 100 | 176.19999999999999 | 100 | ADR took longer in the formal stage

HSBC - E.1.c. NO RESOLUTION, AVERAGE DAYS | between | 0 and 100 | 252.583333333333 | 100 | ADR took longer in the formal stage

HSBD - E.1.c. NO RESOLUTION, AVERAGE DAYS | between | 0 and 100 | 649.47727272727298 | 100 | Average days

HSBD - C.4 Multiple Resources Used, COMPLAINTS | = | 0 | 9 | 0 | Co-mediators used.

HSBD - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COMPLAINTS | > | 0 | 9 | 0 | Co-mediators used.