PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
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
	COUNSELING	INDIVIDUALS
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

COMPLAINT ACTIVITIES			
E. NON-ADR SETTLEMENTS WITH MONETARY I	BENEFITS		
The state of the s	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY	3	3	\$6,665.00
BENEFITS TOTAL	,	,	\$0,005.00
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 0	0	\$2,000.00 \$0.00
E.5. E.5. OTHER NON-ADR SETTLEMENTS W/	0	0	\$0.00
MONETARY BENEFITS			\$0.00
F. NON-ADR SETTLEMENTS WITH NON-MONET.	ARY BENEFITS		
	COUNSELING	INDIVIDUALS	
F. NON-ADR SETTLEMENTS WITH NON-	5	5	
MONETARY BENEFITS TOTAL			
F.1. HIRES	0	0	
E 2 PROMOTIONS	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 REMOVALS RESCINDED	0	0	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F.9.a. RESCINDED	0	0	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	3	3	
F.10. PERFORMANCE EVALUATION MODIFIED F.11. LEAVE RESTORED	1	1	
F.12. NEUTRAL REFERENCE	0	0	
F.13.	0	0	
F.13. OTHER NON-ADR SETTLEMENTS W/NON-	0	0	
MONETARY BENEFITS			
G. ADR SETTLEMENTS WITH MONETARY BENE	FITS		
	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY	22	22	\$165,025.00
BENEFITS TOTAL			,,.
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 G.5.	5	5	\$19,700.00 \$0.00
G.5. OTHER ADR SETTLEMENTS W/ MONETARY	0	0	\$0.00
BENEFITS	Ů	Ü	Ψ0.00
H. ADR SETTLEMENTS WITH NON-MONETARY	BENEFITS		
	COUNSELING	INDIVIDUALS	
H. ADR SETTLEMENTS WITH NON-MONETARY	97	96	
BENEFITS TOTAL			
H.1. HIRES	5	5	
H 2 PROMOTIONS			
H.2. PROMOTIONS	1	1	
		-	
H.3. EXPUNGEMENTS	5	. 5	
H.3. EXPUNGEMENTS H.4. REASSIGNMENTS	5 55	5 55	
H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED			
H.4. REASSIGNMENTS	55	55	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED	55 5	55	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS	55 5	55 5	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING	55 5 3 17	55 5 3 17	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY	55 5 3 17 2	55 5 3 17 2	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS	55 5 3 17 2 8	55 5 3 17 2 8	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED	55 5 3 17 2 8 5	55 5 3 17 2 8 5	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED	55 5 3 17 2 8 5 3	55 5 3 17 2 8 5 3	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED H.10. PERFORMANCE EVALUATION MODIFIED	55 5 3 17 2 8 5 3 6	3 17 2 8 5 3 6	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED	55 5 3 17 2 8 5 3	55 5 3 17 2 8 5 3	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED H.10. PERFORMANCE EVALUATION MODIFIED	55 5 3 17 2 8 5 3 6	55 5 3 17 2 8 5 3 6	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE	55 5 3 17 2 8 5 3 6 15 3	55 5 3 17 2 8 5 3 6 15 3	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13.	55 5 3 17 2 8 5 3 6 15 3 0	55 5 3 17 2 8 5 3 6 15 3 0	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13. H.13. OTHER ADR SETTLEMENTS W/NON-	55 5 3 17 2 8 5 3 6 15 3 0	55 5 3 17 2 8 5 3 6 15 3 0	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13. H.13. OTHER ADR SETTLEMENTS W/NON-MONETARY BENEFITS	55 5 3 17 2 8 5 3 6 15 3 0	55 5 3 17 2 8 5 3 6 15 3 0	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13. H.13. OTHER ADR SETTLEMENTS W/NON-	55 5 3 17 2 8 5 3 6 15 3 0	55 5 3 17 2 8 5 3 6 15 3 0	
H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13. H.13. OTHER ADR SETTLEMENTS W/NON-MONETARY BENEFITS	55 5 3 17 2 8 5 3 6 6 15 3 0	55 5 3 17 2 8 5 3 6 15 3 0	

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

	AG	GENCY	CONT	RACT
	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					
	COUNS	SELORS	INVESTI	IGATORS	COUNS/I	NVESTIG
	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

TITLE

1.	EEO DIRECTOR'S NAME: Veronica Venture		
1a.	DOES THE AGENCY DIRECTOR REPORT	YES	NO
	TO THE AGENCY HEAD?		N
2. PERSON	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO? Shoba Sivaprasad Wadhia		
PERSON	Snoba Sivaprasad wadma		
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		

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

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

AMERICAN INDIAN OR ALASKA A APPOINTMENT/HIRE 1	RA NATIVE HAWAIIAN //OTHER PACIFIC ISLANDER 2 0 0 0	BLACK OR AFRICAN AMERICAN 10	WHITE 11	TWO OR MORE RACES	COLOR			TOTAL	TOTAL ALL	TOTAL ALL
ALLEGED DISCRIMINATION NATIVE ASIAN A. APPOINTMENT/HIRE 1 1 2 C. AWARDS 0 0 0 E. DISCIPLINARY ACTION 0 5 E. I. DEMOTION 0 1 E. 3. SUSPENSION 0 2 E. 4. REMOVAL 0 0 0 E. 6. OTHER DISCIPLINARY ACTIONS 0 2 E. 6. OTHER DISCIPLINARY ACTIONS 0 0 E. 7. Other Disciplinary Actions 0 0 E. 7. Other Disciplinary Actions 0 0 G. PERF. EVAL/APPRAISAL 0 8 H. EXAMINATION/TEST 0 0 0 I. HARASSMENT 4 25 I.1. NON-SEXUAL 4 25 I.2. SEXUAL J. MEDICAL EXAMINATION 0 2 K. PAY INCLUDING OVERTIME 0 0 0 I. PROMOTION/NON-SELECTION 0 7 M. REASSIGNMENT 0 2 I. REASONABLE ACCOMMODATION P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5 III S 5	/OTHER PACIFIC ISLANDER 2 0 0	AFRICAN AMERICAN 10		RACES	COLOR			TOTAL	TOTAL ALL	TOTAL ALT
C. AWARDS C. AWARDS 0 0 0 E. DISCIPLINARY ACTION E. I. DEMOTION 0 1 E. 3. SUSPENSION 0 2 E. 4. REMOVAL 0 0 0 E. 6. OTHER DISCIPLINARY ACTIONS 0 E. 6. Other Disciplinary Actions 0 0 E. 70ther Disciplinary Actions 0 0 G. PERF, EVAL/APPRAISAL H. EXAMINATION/TEST 1. I. NON-SEXUAL 1. SEXUAL J. MEDICAL EXAMINATION K. PAY INCLUDING OVERTIME L. PROMOTION/NON-SELECTION M. REASSIGNMENT P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK O 0 1 0 0 0 0 0 0 0 0 0 0 0	0		11		COLOR	RELIGION	REPRISAL	ALL BASES BY ISSUE	COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
E. DISCIPLINARY ACTION E. I. DEMOTION O E. I. SUSPENSION O E. I. REMOVAL O O E. I. OTHER DISCIPLINARY ACTIONS O E. OTHER DISCIPLINARY ACTIONS O E. O E. OTHER DISCIPLINARY ACTIONS O O E. TOTHER DISCIPLINARY ACTIONS O O O E. TOTHER DISCIPLINARY ACTIONS O O O E. TOTHER DISCIPLINARY ACTIONS O O O O E. TOTHER DISCIPLINARY ACTIONS O O O O O O O O O O O O O	0	6		0	11	8	29	189	81	78
E. DISCIPLINARY ACTION E. I. DEMOTION O E. I. SUSPENSION O E. I. REMOVAL O O E. I. OTHER DISCIPLINARY ACTIONS O E. OTHER DISCIPLINARY ACTIONS O E. O E. OTHER DISCIPLINARY ACTIONS O O E. TOTHER DISCIPLINARY ACTIONS O O O E. TOTHER DISCIPLINARY ACTIONS O O O E. TOTHER DISCIPLINARY ACTIONS O O O O E. TOTHER DISCIPLINARY ACTIONS O O O O O O O O O O O O O	0	6								
E.I. DEMOTION 0 1 E.3. SUSPENSION 0 2 E.4. REMOVAL 0 0 0 E.6 OTHER DISCIPLINARY ACTIONS 0 2 E.6 Other Disciplinary Actions 0 0 E.70ther Disciplinary Actions 0 0 G. PERF. EVAL/APPRAISAL 0 8 H. EXAMINATION/TEST 0 0 I. HARASSMENT 4 25 I.1. NON-SEXUAL 4 25 I.2. SEXUAL 4 25 I.2. SEXUAL 5 J. MEDICAL EXAMINATION 0 2 K. PAY INCLUDING OVERTIME 0 0 0 L. PROMOTION/NON-SELECTION 0 7 M. REASSIGNMENT 0 2 N. REASONABLE ACCOMMODATION P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5 S. TELEWORK 0 2 T. TERMINATION 1 5			2	1	6	2	17	56	23	23
E.I. DEMOTION 0 1 E.3. SUSPENSION 0 2 E.4. REMOVAL 0 0 0 E.6 OTHER DISCIPLINARY ACTIONS 0 2 E.6 Other Disciplinary Actions 0 0 E.70ther Disciplinary Actions 0 0 G. PERF. EVAL/APPRAISAL 0 8 H. EXAMINATION/TEST 0 0 I. HARASSMENT 4 25 I.1. NON-SEXUAL 4 25 I.2. SEXUAL 4 25 I.2. SEXUAL 5 J. MEDICAL EXAMINATION 0 2 K. PAY INCLUDING OVERTIME 0 0 0 L. PROMOTION/NON-SELECTION 0 7 M. REASSIGNMENT 0 2 N. REASONABLE ACCOMMODATION P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5 S. TELEWORK 0 2 T. TERMINATION 1 5		54	10	7	27	12	141	490	196	193
E.3. SUSPENSION E.4. REMOVAL 0 0 0 2 E.4. REMOVAL 0 0 0 E.6 OTHER DISCIPLINARY ACTIONS 0 E.7 Other Disciplinary Actions 0 0 E.7 Other Disciplinary Actions 0 0 G. PERF. EVAL/APPRAISAL H. EXAMINATION/TEST 1.1. NON-SEXUAL 1.2. SEXUAL J. MEDICAL EXAMINATION 0 E.7 Other Disciplinary Actions 0 0 0 1 1 1 1 1 1 1 1 1 1		1	0	0	2	1	5	24	9	9
E.4. REMOVAL E.6 OTHER DISCIPLINARY ACTIONS 0 2 E.6 Other Disciplinary Actions 0 0 E.70ther Disciplinary Actions 0 0 0 E.70ther Disciplinary Actions 0 0 0 G. PERF, EVAL/APPRAISAL H. EXAMINATION/TEST 1		-			_					
E.6 OTHER DISCIPLINARY ACTIONS E.60ther Disciplinary Actions 0 0 E.70ther Disciplinary Actions 0 0 E.70ther Disciplinary Actions 0 0 G. PERF. EVAL/APPRAISAL H. EXAMINATION/TEST 0 0 1 L. HARASSMENT 4 25 1.1. NON-SEXUAL J. MEDICAL EXAMINATION 0 2 K. PAY INCLUDING OVERTIME 0 0 1 L. PROMOTION/NON-SELECTION M. REASSIGNMENT 0 2 N. REASONABLE ACCOMMODATION P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5	0	19	3	0	6	5	46	146	61	60
E.60ther Disciplinary Actions 0 0 0 E.70ther Disciplinary Actions 0 0 0 G. PERF, EVAL/APPRAISAL 0 8 8 H. EXAMINATION/TEST 0 0 0 I. HARASSMENT 4 25 I.1. NON-SEXUAL 4 25 I.2. SEXUAL J. WELICAL SEXUAL 5 I.2. SEXUAL J. WELICAL SEXUAL 5 I.3. MEDICAL EXAMINATION 0 2 2 K. PAY INCLUDING OVERTIME 0 0 0 I. PROMOTION/NON-SELECTION 0 7 M. REASSIGNMENT 0 2 2 N. REASONABLE ACCOMMODATION 5 P. RELIGIOUS ACCOMODATION 6 R. SEX-STEROTYPING 7 S. TELEWORK 0 2 2 T. TERMINATION 1 5	0	5	3	1	4	1	12	55	22	21
E.60ther Disciplinary Actions										
E.70ther Disciplinary Actions 0 0 0 0 G. PERF. EVAL/APPRAISAL H. EXAMINATION/TEST 0 0 0 1. HARASSMENT 4 25 1.1. NON-SEXUAL J. MEDICAL EXAMINATION 0 2 K. PAY INCLUDING OVERTIME 0 0 0 1. PROMOTION/NON-SELECTION 0 7 M. REASSIGNMENT 0 2 N. REASONABLE ACCOMMODATION P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 1 5 1 5 1 1 5 1 1 5 1 1 5 1 1 1 5 1 1 1 1 5 1	0	21	3	6	13	4	58	195	92	91
G. PERF. EVAL/APPRAISAL 0 8 H. EXAMINATION/TEST 0 0 0 L HARASSMENT 4 25 1.1. NON-SEXUAL 4 25 1.2. SEXUAL 3 J. MEDICAL EXAMINATION 0 2 K. PAY INCLUDING OVERTIME 0 0 0 L. PROMOTION/NON-SELECTION 0 7 M. REASSIGNMENT 0 2 N. REASONABLE ACCOMMODATION 7 P. RELIGIOUS ACCOMODATION 7 R. SEX-STEROTYPING 5 T. TERMINATION 1 5 T. TERMINATION 1 5	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL/APPRAISAL 0 8 H. EXAMINATION/TEST 0 0 0 I. HARASSMENT 4 25 I.I. NON-SEXUAL 4 25 I.2. SEXUAL J. MEDICAL EXAMINATION 0 2 K. PAY INCLUDING OVERTIME 0 0 0 L. PROMOTION/NON-SELECTION 0 7 M. REASSIGNMENT 0 2 N. REASONABLE ACCOMMODATION P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST 0 0 0 0 L. HARASSMENT 4 25 L. I. I. NON-SEXUAL 4 25 L. I. SEXUAL 3 3 J. MEDICAL EXAMINATION 0 2 K. PAY INCLUDING OVERTIME 0 0 0 L. PROMOTION/NON-SELECTION 0 7 M. REASSIGNMENT 0 2 N. REASONABLE ACCOMMODATION	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST 0 0 0 1 1 1 1 1 1 1 1	0	23	3	2	18	4	52	222	91	91
I.I. NON-SEXUAL	0	1	1	0	1	0	6	19	9	9
1.2. SEXUAL	0	145	43	12	106	46	363	1,489	591	573
J. MEDICAL EXAMINATION	0	145	43	12	106	46	353	1,447	573	556
K. PAY INCLUDING OVERTIME 0 0 0 L. PROMOTION/NON-SELECTION 0 7 M. REASSIGNMENT 0 2 N. REASONABLE ACCOMMODATION							12	42	30	30
L. PROMOTION/NON-SELECTION 0 7 M. REASSIGNMENT 0 2 N. REASONABLE ACCOMMODATION P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5	0	3	0	1	2	8	18	73	38	37
M. REASSIGNMENT 0 2 N. REASONABLE ACCOMMODATION P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5	0	11	1	1	6	2	25	102	42	42
N. REASONABLE ACCOMMODATION P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5	0	30	19	7	25	12	91	438	178	172
P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5	0	9	3	2	5	3	27	115	46	46
P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5										
P. RELIGIOUS ACCOMODATION R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5							40	104		115
R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5							48	184	115	115
R. SEX-STEROTYPING S. TELEWORK 0 2 T. TERMINATION 1 5						21	5	26	21	21
S. TELEWORK 0 2 T. TERMINATION 1 5						21	,	20	2.1	2.
S. TELEWORK 0 2 T. TERMINATION 1 5								1	1	1
	0	6	1	2	3	1	12	62	24	24
	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

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

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

		BASES OF ALLEGED DISCRIMINATION												
	RACE													
ISSUES OF ALLEGED DISCRIMINATION	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE		
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	_				

EEOC FORM 462 (REVISED APR 2011)

REPORTING PERIOD: FY 2023

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

				PARTIV	BASES AND ISSU	JES ALLEGE	ED IN COMPLAINTS FI	LED (Part	2)					
						В	ASES OF ALLEGED DISCRIMIN	ATION						
ISSUES OF		SEX	ı	nneavav	NATIONAL C	ORIGIN	EQUAL PAY ACT		DISABI	LITY		TOTAL	TOTAL ALL	TOTAL ALL
ALLEGED DISCRIMINATION	MALE	FEMALE	LGBT	PREGNANCY DISCRIMINATION ACT	HISPANIC / LATINO	OTHER	MALE FEMALE	AGE	MENTAL	PHYSICAL	GINA	ALL BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
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.7Other 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 DISABILI				1			_		48	86	1	184	115	115
P. RELIGIOUS ACCOMMODATION							_					26	21	21
R. SEX-STEROTYPING	0	1	0				1					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 EMPLOYME	29	65	5	8	27	23		69	27	62	0	594	278	275

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

										,													
	BASES OF ALLEGED DISCRIMINATION																						
ISSUES OF	SEX		SEX		SEX NATIONAL ORIGIN EQUAL PAY ACT		SEX		SEX		NATIONAL ORIGIN		NATIONAL OR		NATIONAL OR			DISABILITY			TOTAL	TOTAL ALL	TOTAL ALL
ALLEGED DISCRIMINATION	MALE	FEMALE	LGBT	PREGNANCY DISCRIMINATION ACT	HISPANIC / LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	ALL BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE								
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)

BASES OF ALLEGED DISCRIMINATION IN SETELEMENTS

AMERICAN INDIAN OR ALASKA NATIVE		NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER 0 0	BLACK/ AFRICAN AMERICAN 2 4	WHITE 2 0	TWO OR MORE RACES	COLOR 2	RELIGION 2	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
C. AWARDS	0 0 0	0 0 0	4		0	2	Τ,							BY ISSUE
E. DISCIPLINARY ACTION 0 E.1. DEMOTION 0 E.3. SUSPENSION 0 E.4. REMOVAL 0 E.6. OTHER DISCIPLINARY ACTIONS 0 E.6.Other Disciplinary Actions 0 E.70ther Disciplinary Actions 0 G. PERF. EVAL/APPRAISAL 0	0 0	0		0			 '	6	14	8	8	33	14	14
E. DISCIPLINARY ACTION 0 E.1. DEMOTION 0 E.3. SUSPENSION 0 E.4. REMOVAL 0 E.6. OTHER DISCIPLINARY ACTIONS 0 E.6.Other Disciplinary Actions 0 E.70ther Disciplinary Actions 0 G. PERF. EVAL/APPRAISAL 0	0 0	0		0	-									
E.1. DEMOTION 0 E.3. SUSPENSION 0 E.4. REMOVAL 0 E.6. OTHER DISCIPLINARY ACTIONS 0 E.6.Other Disciplinary Actions 0 E.70ther Disciplinary Actions 0 G. PERF, EVAL/APPRAISAL 0	0	0	21	4	0	2	0	9	3	2	2	27	9	8
E.1. DEMOTION 0 E.3. SUSPENSION 0 E.4. REMOVAL 0 E.6. OTHER DISCIPLINARY ACTIONS 0 E.6.Other Disciplinary Actions 0 E.70ther Disciplinary Actions 0 G. PERF, EVAL/APPRAISAL 0	0	0	41	6	0	10	5	49	35	10	10	133	52	51
E.3. SUSPENSION 0 E.4. REMOVAL 0 E.6. OTHER DISCIPLINARY ACTIONS 0 E.6.Other Disciplinary Actions 0 E.70ther Disciplinary Actions 0 G. PERF, EVAL/APPRAISAL 0	0		0	0	0	0	0	0	0	0	0	2	1	1
E.4. REMOVAL 0 E.6. OTHER DISCIPLINARY ACTIONS 0 E.6.Other Disciplinary Actions 0 E.7Other Disciplinary Actions 0 G. PERF. EVAL/APPRAISAL 0		$\overline{}$												
E.6. OTHER DISCIPLINARY ACTIONS 0 E.6.Other Disciplinary Actions 0 E.7Other Disciplinary Actions 0 G. PERF. EVAL./APPRAISAL 0	0	0	4	3	0	3	2	13	5	3	3	41	14	14
E.6.Other Disciplinary Actions 0 E.7Other Disciplinary Actions 0 G. PERF. EVAL./APPRAISAL 0		0	2	0	0	1	0	4	0	0	0	12	5	5
E.6.Other Disciplinary Actions 0 E.70ther Disciplinary Actions 0 G. PERF. EVAL./APPRAISAL 0														
E.70ther Disciplinary Actions 0 G. PERF. EVAL./APPRAISAL 0	0	0	11	2	0	5	2	20	15	7	7	60	29	29
G. PERF. EVAL/APPRAISAL 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
					4	4	4		4					
	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
					4	4			4	4				
P. RELIGIOUS ACCOMODATION							7	3	1	1	1	9	6	6
									4	4				
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
					4		4		4					22
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
	-													

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

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

BASES OF ALLEGED DISCRIMINATION IN SETELEMENTS

			R.A	CE											
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	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
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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AGENCY OR DEPARTMENT: Department of Homeland Security REPORTING PERIOD: FY 2023

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

								BASES OF AL	LEGED DESCRI	MINATION IN S	ETTLEMENTS							
		SEX			NATIONA	L ORIGIN	EQUAL	PAY ACT		DISAI	BILITY		NUMBER	NUMBER	NUMBER INDIVIDUALS	NUMBER	NUMBER	NUMBER COMPLAINANTS
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	MALE	FEMALE	LGBT	PREGNANCY DISCIRMINATION ACT	HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	COUNSELING SETTLEMENT ALLEGATIONS	COUNSELINGS SETTLED BY ISSUE	SETTLED WITH BY ISSUE	COMPLAINT SELLEMENT ALLEGATIONS	COMPLAINTS SETTLED BY ISSUE	SETTLED WITH BY ISSUE
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.70ther 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	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
							-											

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

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

BASES OF ALLEGED DESCRIMINATION IN SETTLEMENTS

ISSUES OF		SEX			NATIONA	L ORIGIN	EQUAL	PAY ACT		DISA	BILITY		NUMBER	NUMBER	NUMBER INDIVIDUALS	NUMBER	NUMBER	NUMBER COMPLAINANTS
ALLEGED DISCRIMINATION IN SETELEMENTS	MALE	FEMALE	LGBT	PREGNANCY DISCIRMINATION ACT	HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	COUNSELING SETTLEMENT ALLEGATIONS	COUNSELINGS SETTLED BY ISSUE	SETTLED WITH BY ISSUE	COMPLAINT SELLEMENT ALLEGATIONS	COMPLAINTS SETTLED BY ISSUE	SETTLED WITH BY ISSUE
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)

							BA	SES OF DISCRIM	INATION FOUN	D IN FAD's AND	FINAL ORDERS	S					
			R/	ACE													# COMPLAINANTS
ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	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	ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
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.70ther 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 X. OTHER TERMS/CONDITIONS OF	0	0	0	1	0	0	0	0	2	0	0	0	7	3	5	2	2 2
EMPLOYMENT																	

AGENCY OR DEPARTMENT: Department of Homeland Security REPORTING PERIOD: FY 2023

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

					17111111	DAIDED A	TID IDDCE	TOURD III	11110 5 11111	JIII WILL OF	EDLING (I ui	· 1)					
							BA	SES OF DISCRIM	IINATION FOUN	D IN FAD's AND	FINAL ORDER	S					
			R/	ACE													#
ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	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
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								

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3. Final Agency Order Findings Implemented

3.3a. # of Final Orders (Fos) With Findings Implemented

3.3b. # of Complainants issued FOs with Findings Implemented

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

				i					BASES		INATION FOUN	ID IN FAD's	AND FINAL OR	DERS					1	I
ISSUES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS	MALE	SEX FEMALE	LGBT	PDA	NATIONAL HISPANIC LATINO	OTHER	EQUAL MALE	PAY ACT FEMALE	AGE	MENTAL	BILITY	GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE 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	# COMPLAINANT ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	0	0	0		•	0	0	0	0	0	0	0	0	0	0	0	0
							1													
C. AWARDS	0	0	0	0	0	0	1		0	0	0	0	0	0	0	0	0	0	0	0
E DISCULLATION ACTION														0	0					
E. DISCIPLINARY ACTION E.1. DEMOTION	0	0	0	0	0	0	+		0	0	0	0	0	0	0	4 0	0	0	0	0
E.I. 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	1		0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	1		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	3	,	3		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	2	2			1	1	1	0	4	2	2	22	11	19	9	9
I.1. NON-SEXUAL	2	4	0	0	2	2			1	1	1	0	4	2	2	20	10	17	8	8
I.2. SEXUAL	0	0	0	0	2		J			1 1	1		0	0	0	20	2	2	2	2
J. MEDICAL EXAMINATION	0	1	0	0	0	0	1		0	1	0	0	0	0	0	2	1	0	0	0
K. PAY INCLUDING OVERTIME	0	1	0	0	0	0	0	1 1	0	0	0	0	2	1	1	0	0	0	0	0
L. PROMOTION/NON-SELECTION	1	2	0	0	2	0	Ů	<u> </u>	4	0	0	0	1	1	1	15	7	15	7	7
M. REASSIGNMENT	0	0	0	0	0	0	1		0	0	1	0	0	0	0	1	1	1	1	1
							1													
							1													
N. REASONABLE ACCOMMODATION DISABILITY				0						0	6	0	2	2	2	6	5	6	5	5
]													
P. RELIGIOUS ACCOMMODATION				1			1						0	0	0	0	0	0	0	0
D. SEV STED OTVDING	0	0	0				J						0	0	0	0	0	0	0	0
R. SEX-STEROTYPING S. TELEWORK	0	0	0	0	0	0	1		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
1. IEMHIATION	0		0		Ü	Ů			-				-					,	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	1	1		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

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

DACECOED	ICCD IMINIA TI	ON EQUIND IN E	A DIS CINA A NID CINA I	ODDEDE

		SEX			NATIONAL	L ORIGIN	EQUAL	PAY ACT		DISAI	BILITY				,,		NAME OF THE PARTY	# FD		# COMPLAINANTS
ISSUES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS	MALE	FEMALE	LGBT	PDA	HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE 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	ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
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								

Report Status: Finalized, 10/16/2023 8:38 AM

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 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

REPORTING PERIOD: FY 2023

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

That it believed to be believed by children			
	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	465	20,506	44.10
D.I. COMPLAINANT REQUESTED IMMEDIATE FAD	152	6,870	45.20
D.I.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	145	5,761	39.73
D.I.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	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS A	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETAR BENEFITS
F.1. HIRES	4	1
F.2. PROMOTIONS	9	1
F.Z. FROMOTIONS	7	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

REPORTING PERIOD: FY 2023

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	427.73893		
A.I. COMPLAINTS PENDING WRITTEN NOTIFICATION	825	352622	427.42060	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.I. 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

REPORTING PERIOD: FY 2023

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

A. INTENIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.I. ADR OFFERED BY AGENCY	1,975	1,891		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	688	658		
B.3. INTENIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,287	1,262		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	661	654		
C.1. INHOUSE	301	299		
C.2. EXTERNAL	327	323		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	33	33		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.I. 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

REPORTING PERIOD: FY 2023

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B. ADR ACTIONS IN COMPLEXITY CLOSURES B. I. ADR OFFICERED BY AGENCY	457	416		
B.2. REJECTED BY COMPLAINANT	285	255		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	172	169		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	77	75		
C.1. INHOUSE	27	26		
C.2. EXTERNAL	41	40		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	9	9		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.I. TOTAL CLOSED	172	169	50765	295.15
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	40	40	3698	92.45
E.1.b. WITHDRAWAL FROM EEO PROCESS	2	2	146	73.00
E.1.c. NO RESOLUTION	69	67	43597	631.84
E.1.d. NO ADR ATTEMPT	61	61	3324	54.49
2. INTENTIONALLY LEFT BLANK		1		1
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	25	25	\$519,444.00	
F.1.a. COMPENSATORY DAMAGES	3	3	\$125,000.00	-
F.1.b. BACKPAY/FRONTPAY	3	3	\$40,738.40	-
F.1.c. LUMP SUM	18	18	\$260,900.00	-
F.1.d. ATTORNEY FEES AND COSTS	4	4	\$89,805.60	
F.1.e. F.1.e. OTHER MONETARY BENEFITS	0	0	\$0.00	
			\$3,000.00	J
F.2. NON-MONETARY (INSERT TOTALS)	27	27		
F.2.a. HIRES	U	U		
E21 DOMOTIONS	2	2		
F.2.b. PROMOTIONS	2	2		
F.2.c. EXPUNGEMENTS	4	4		
F.2.c. EXPUNGEMENTS F.2.d. REASSIGNMENTS	17	17		
F.2.e. REMOVALS RESCINDED	5	5		
P.Z.C. REMOVALS RESCHIUED	3	,		
E3.5 ACCOMMODATIONS	0	0		
F.2.f. ACCOMMODATIONS	8	8		
F.2.g. TRAINING F.2.h. APOLOGY	0	0		
		10		
F.2.i. DISCIPLINARY ACTIONS	10		1	
F.2.i. DISCIPLINARY ACTIONS F.2.i.i. RESCINDED	5	5		
F.2.i. DISCIPLINARY ACTIONS F.2.i.i. RESCINDED F.2.i.ii. MODIFIED	5 5	5 5		
F.2.i. DISCIPLINARY ACTIONS F.2.i.i. RESCINDED F.2.i.ii. MODIFIED F.2.j. PERFORMANCE EVALUATION MODIFIED	5 5 3	5 5 3		
F.2.i. DISCIPLINARY ACTIONS F.2.i.i. RESCINDED F.2.i.ii. MODIFIED F.2.j. PERFORMANCE EVALUATION MODIFIED F.2.k. LEAVE RESTORED	5 5 3 4	5 5 3 4		
F.2.i. DISCIPLINARY ACTIONS F.2.i.i. RESCINDED F.2.i.ii. MODIFIED F.2.j. PERFORMANCE EVALUATION MODIFIED F.2.k. LEAVE RESTORED F.2.1. NEUTRAL REFERENCE	5 5 3 4 0	5 5 3 4 0		
F.2.i. DISCIPLINARY ACTIONS F.2.i.i. RESCINDED F.2.i.i. MODIFIED F.2.j. PERFORMANCE EVALUATION MODIFIED F.2.k. LEAVE RESTORED	5 5 3 4	5 5 3 4		

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 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?	Х	

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: TITLE OF CERTIFYING OFFICIAL: Deputy Officer, CRCL/Director for EEO & Diversity TELEPHONE NUMBER: (202) 357-1270 veronica.venture@hq.dhs.gov SIGNATURE OF CERTIFYING OFFICIAL: 16-10-2023 NAME OF PREPARER: TITLE OF PREPARER: TELEPHONE NUMBER:

E-MAIL:

DATE:

Form 462 Comments

Part Name	COMMENT (expression left evaluation symbol expression_right value1 value2 comment)
PART VIII	
	$HSBD-If\ A.1.\ Complaints\ Pending\ Written\ Notification,\ Days\ Pending\ Oldest\ Case>0\ \ >\ \ 0\ \ 0\ \ 0\ \ 0\ \ No\ case\ pending\ written\ notification.$
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.I.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary), AVERAGE DAYS between 0 and 100 176.199999999999 100 ADR took longer in the formal stage
	HSBC - E.I.c. NO RESOLUTION, AVERAGE DAYS between 0 and 100 252.583333333333 100 ADR took longer in the formal stage
	HSBD - E.I.c. NO RESOLUTION, AVERAGE DAYS between 0 and 100 649.47727272727298 100 Average days
	HSBD - C.4 Multiple Resources Used, COMPLAINTS \mid = \mid 0 \mid 9 \mid 0 \mid Co-mediators used.
	HSBD - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COMPLAINTS > 0 9 0 Co-mediators used.

Report Status: Finalized, 10/16/2023 8:38 AM