

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 2015

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
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TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	2,391	2,312
C.1. COUNSELED WITHIN 30 DAYS	541	525
C.2. COUNSELED WITHIN 31 TO 90 DAYS	1,673	1,638
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	534	528
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1,006	989
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	133	132
C.3. COUNSELED BEYOND 90 DAYS	177	176
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	407	406
D.2. INITIATED DURING THE REPORTING PERIOD	2,421	2,335
D.3. COMPLETED/ENDED COUNSELINGS	2,391	2,312
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	171	171
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	962	953
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1,200	1,163
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	58	58
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	437	435

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	3	3	\$8,125.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	3	3	\$8,125.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.0	0	0	\$0.00
E.5.	0	0	\$0.00
E.5.NA	0	0	\$0.00
E.6.0	0	0	\$0.00
E.6.	0	0	\$0.00
E.6.NA	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	23	23
F.1. HIRES	1	1
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	1	1
F.2. PROMOTIONS	1	1
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	1	1
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	10	10
F.5. REMOVALS RESCINDED	1	1
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	1	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	1	1
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	1	1
F.9.a. RESCINDED	1	1
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	2	2
F.11. LEAVE RESTORED	3	3
F.12. NEUTRAL REFERENCE	3	3
F.13.	0	0
F.13.0	0	0
F.13. EXTENSION OF APPOINTMENT	1	1
F.140	0	0
F.14.	0	0
F.14	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	12	12	\$114,191.58
G.1. COMPENSATORY DAMAGES	1	1	\$7,000.00
G.2. BACKPAY/FRONTPAY	3	3	\$16,742.58
G.3. LUMP SUM PAYMENT	7	7	\$80,449.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$10,000.00
G.5.	0	0	\$0.00
G.5.0	0	0	\$0.00
G.6.	0	0	\$0.00
G.6.0	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	146	146
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	2	2
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	2	2
H.3. EXPUNGEMENTS	5	5
H.4. REASSIGNMENTS	25	25
H.5. REMOVALS RESCINDED	8	8
H.5.a. REINSTATEMENT	3	3
H.5.b. VOLUNTARY RESIGNATION	5	5
H.6. ACCOMMODATIONS	1	1
H.7. TRAINING	14	14
H.8. APOLOGY	3	3
H.9. DISCIPLINARY ACTIONS	17	14
H.9.a. RESCINDED	11	11
H.9.b. MODIFIED	6	6
H.10. PERFORMANCE EVALUATION MODIFIED	14	14
H.11. LEAVE RESTORED	15	15
H.12. NEUTRAL REFERENCE	54	54
H.13.	0	0
H.13.0	0	0
H.13. Terms and Conditions	5	5
H.13. Submission of Additional Medical Docs	1	1
H.13. Improved Terms/Condition of Employment	3	3
H.13. IMPROVED TERMS/CONDITIONS	23	23
H.13. improved terms/conditions of employment	14	14
H.140	0	0
H.14	0	0

I. NON-ADR SETTLEMENTS

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TOTAL	COUNSELING	INDIVIDUALS	
	24	24	

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PART II - FORMAL COMPLAINT ACTIVITIES

2,165	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1,262	B. COMPLAINTS FILED
16	C. REMANDS (sum of lines C1+C2+C3)
11	C.1. REMANDS (NOT INCLUDED IN A OR B)
5	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
3,438	D. TOTAL COMPLAINTS
3,325	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
921	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
113	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
21	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
2,501	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1,221	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	190,431			
A.1.b. PERMANENT EMPLOYEES	178,434			
A.2. COUNSELOR	178		21	
A.2.a. FULL-TIME	72	40.45	15	71.43
A.2.b. PART-TIME	68	38.20	6	28.57
A.2.c. COLLATERAL DUTY	38	21.35	0	0.00
A.3. INVESTIGATOR	53		217	
A.3.a. FULL-TIME	24	45.28	100	46.08
A.3.b. PART-TIME	0	0.00	117	53.92
A.3.c. COLLATERAL DUTY	29	54.72	0	0.00
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0.00	0	0.00
A.4.b. PART-TIME	0	0.00	0	0.00
A.4.c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	10	0	2	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	10	0	2	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	168	21	51	217	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	168	21	51	217	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	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 Megan Mack			
	TITLE	Officer for Civil Rights and Civil Liberties			
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	PERSON Veronica Venture			
	TITLE	Direct, EEO and Diversity Programs			
4.	WHO DOES THAT PERSON REPORT TO?	PERSON Megan Mack			
	TITLE	Officer for Civil Rights and Civil Liberties			

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	1	1	0	13	3	1	8	3	28	155	80	80
B. ASSIGNMENT OF DUTIES	0	3	0	23	10	1	16	7	72	301	141	140
C. AWARDS	0	1	0	4	3	0	4	1	10	43	19	19
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	7	0	63	22	10	50	8	115	537	247	244
E.1. DEMOTION	0	0	0	0	1	0	0	0	1	5	4	4
E.2. REPRIMAND	0	0	0	18	4	1	12	2	36	134	63	63
E.3. SUSPENSION	1	5	0	21	10	2	17	3	31	164	70	68
E.4. REMOVAL	0	0	0	14	4	5	15	2	14	126	52	52
E.50	0	0	0	0	0	0	0	0	0	0	0	0
E.5 5. DISCIPLINARY WARNINGS	0	2	0	10	3	2	6	1	32	106	53	52
E.5 5. Disciplinary warning	0	0	0	0	0	0	0	0	0	0	0	0
E.6 6.	0	0	0	0	0	0	0	0	0	0	0	0
E.60	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	6	2	0	3	2	17	61	29	29
G. PERF. EVAL./APPRAISAL	0	5	0	31	13	2	26	4	73	304	132	129
H. EXAMINATION/TEST	0	0	0	1	0	0	0	0	2	6	5	5
I. HARASSMENT	2	18	0	107	45	11	64	35	291	1,148	510	501
I.1. NON-SEXUAL	2	18	0	107	45	11	64	35	283	1,111	479	470
I.2. SEXUAL									8	37	32	32
J. MEDICAL EXAMINATION	0	0	0	2	1	0	0	0	10	36	21	21
K. PAY INCLUDING OVERTIME	1	0	0	3	5	2	4	2	22	94	50	49
L. PROMOTION/NON-SELECTION	3	17	0	34	19	6	31	9	95	477	224	221
M. REASSIGNMENT	0	1	0	7	3	2	6	0	29	116	58	58
M.1. DENIED	0	1	0	2	2	0	3	0	12	50	28	28
M.2. DIRECTED	0	0	0	5	1	2	3	0	17	66	30	30
N. REASONABLE ACCOMMODATION									31	103	74	72
O. REINSTATEMENT	0	0	0	1	0	0	1	0	2	10	5	5
P. RELIGIOUS ACCOMMODATION								10	2	12	12	12
Q. RETIREMENT	0	0	0	1	0	0	0	0	1	11	7	7
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	2	0	22	3	4	13	4	34	194	91	91
U. TERMS/CONDITIONS OF EMPLOYMENT	0	3	0	25	6	1	16	6	57	230	105	105
V. TIME AND ATTENDANCE	0	2	0	8	4	1	6	4	39	144	71	70
W. TRAINING	0	0	0	6	2	0	2	4	18	55	25	25
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	1	2	1	1
X.1. 1. Constructive Discharge	0	0	0	0	0	0	0	0	1	2	1	1

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0
X.1. !.	0	0	0	0	0	0	0	0	0	0	0	0
X.1.0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0
X.3.0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	8	60	0	357	141	41	250	99	949			
TOTAL ALL COMPLAINTS FILED BY BASES	7	41	0	236	90	28	165	58	576			
TOTAL ALL COMPLAINANTS BY BASES	7	40	0	233	86	28	161	58	549			

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	7	17	0	1	3	12			26	7	21	3	155	80	80
B. ASSIGNMENT OF DUTIES	11	40	0	7	12	8			45	11	35	0	301	141	140
C. AWARDS	0	5	0	0	1	3			7	0	4	0	43	19	19
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	36	62	0	2	16	11			63	22	49	0	537	247	244
E.1. DEMOTION	1	0	0	0	0	1			1	0	0	0	5	4	4
E.2. REPRIMAND	10	14	0	0	6	1			17	2	11	0	134	63	63
E.3. SUSPENSION	13	15	0	0	3	6			22	6	9	0	164	70	68
E.4. REMOVAL	9	16	0	1	4	2			13	11	16	0	126	52	52
E.5.	3	17	0	1	3	1			10	3	13	0	108	54	53
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	1	7	0	1	0	0			8	2	12	0	61	29	29
G. EVALUATION/APPRaisal	12	34	0	2	12	11			46	7	25	1	304	132	129
H. EXAMINATION/TEST	0	1	0	0	1	0			1	0	0	0	6	5	5
I. HARASSMENT	52	161	1	11	46	36			138	37	93	0	1,148	510	501
I.1. NON-SEXUAL	50	134	1	11	46	36			138	37	93	0	1,111	479	470
I.2. SEXUAL	2	27	0	0									37	32	32
J. MEDICAL EXAMINATION	0	2	0	0	0	1			7	6	7	0	36	21	21
K. PAY INCLUDING OVERTIME	4	11	0	0	6	1	2	2	18	0	11	0	94	50	49
L. PROMOTION/NON-SELECTION	22	41	0	0	18	26			117	7	32	0	477	224	221
M. REASSIGNMENT	7	15	0	1	8	1			21	3	12	0	116	58	58
M.1. DENIED	3	6	0	0	5	0			10	2	4	0	50	28	28
M.2. DIRECTED	4	9	0	1	3	1			11	1	8	0	66	30	30
N. REASONABLE ACCOMMODATION DISABILI				2						16	53	1	103	74	72
O. REINSTATEMENT	0	2	0	0	0	1			2	1	0	0	10	5	5
P. RELIGIOUS ACCOMMODATION													12	12	12
Q. RETIREMENT	0	2	0	0	1	1			4	0	1	0	11	7	7
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0
T. TERMINATION	7	23	0	3	4	5			25	16	28	1	194	91	91
U. TERMS/CONDITIONS OF EMPLOYMENT	6	19	0	2	4	11			32	7	35	0	230	105	105
V. TIME AND ATTENDANCE	8	12	0	0	7	4			18	9	22	0	144	71	70
W. TRAINING	3	5	0	0	3	0			9	1	2	0	55	25	25
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	1	0	2	1	1
X.1. Constructive Discharge	0	0	0	0	0	0			0	0	1	0	2	1	1
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1. !.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0

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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	176	459	1	32	142	132	2	2	587	152	443	6			
TOTAL ALL COMPLAINTS FILED BY BASES	131	298	1	22	97	89	2	2	392	96	259	5			
TOTAL ALL COMPLAINANTS BY BASES	129	296	1	22	94	86	2	2	385	94	254	5			

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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 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	0	0	0	5	3	0	2	1	8	7	6	7	19	9	9
B. ASSIGNMENT OF DUTIES	0	2	0	7	0	0	7	4	22	21	12	12	57	23	23
C. AWARDS	0	0	0	5	0	0	3	1	2	15	6	6	3	3	3
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	1	0	9	2	3	8	4	24	31	6	6	56	16	16
E.1. DEMOTION	0	0	0	0	0	1	0	0	1	0	0	0	8	4	4
E.2. REPRIMAND	0	1	0	4	1	0	5	2	11	12	7	7	28	14	14
E.3. SUSPENSION	0	0	0	3	0	1	2	1	6	9	5	5	11	5	5
E.4. REMOVAL	0	0	0	2	1	1	1	1	5	10	6	6	9	3	3
E.5. 5. Disciplinary warning	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	1	2	0	0	0	4	3	3	3	3	3	3
G. PERF. EVAL./APPRAISAL	0	2	0	10	3	0	7	4	18	29	16	16	43	18	18
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	4	1	47	13	2	23	13	60	135	46	46	311	90	82
I.1. NON-SEXUAL	1	4	1	47	13	2	23	13	55	128	75	75	296	110	101
I.2. SEXUAL									5	7	6	6	15	11	11
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	5	5	3	3	9	4	4
K. PAY INCLUDING OVERTIME	0	1	0	1	0	0	1	0	5	8	4	4	10	6	6
L. PROMOTION/NON-SELECTION	1	2	0	11	9	1	12	9	37	37	24	24	152	50	44
M. REASSIGNMENT	0	0	0	1	2	0	2	0	11	9	9	9	23	15	15
M.1. DENIED	0	0	0	1	1	0	1	0	8	6	6	6	18	10	10
M.2. DIRECTED	0	0	0	0	1	0	1	0	3	3	3	3	5	5	5
N. REASONABLE ACCOMMODATION									10	10	7	7	32	28	26
O. REINSTATEMENT	0	0	0	0	0	0	0	0	1	1	1	1	3	1	1
P. RELIGIOUS ACCOMODATION								2	0	2	2	2	1	1	1
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	3	0	0	3	0	9	6	5	5	36	19	19
U. TERMS/CONDITIONS OF EMPLOYMENT	0	2	0	5	2	0	15	8	26	23	11	11	86	25	24
V. TIME AND ATTENDANCE	0	2	0	5	3	0	3	2	19	20	10	10	26	15	14
W. TRAINING	0	0	0	3	1	0	2	1	5	3	1	1	10	7	7
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	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 2015

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

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
X.2.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	45	14	1	24	1	77						
1.1A. NUMBER OF COUNSELINGS SETTLED	0	0	0	30	12	1	18	1	50						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	30	12	1	18	1	50						
2. COMPLAINT SETTLEMENT ALLEGATIONS	2	19	2	81	64	5	76	23	296						
2.2A. NUMBER OF COMPLAINTS SETTLED	2	9	1	53	21	4	27	7	143						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	2	7	1	41	20	4	23	7	103						

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 2015

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	4	3	0	0	0	3			6	1	1	0	7	6	7	19	9	9
B. ASSIGNMENT OF DUTIES	4	15	0	1	5	5			19	0	6	0	21	12	12	57	23	23
C. AWARDS	1	1	0	0	0	0			4	2	2	1	15	6	6	3	3	3
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	6	11	0	0	2	0			13	5	12	0	31	6	6	56	16	16
E.1. DEMOTION	1	1	0	0	1	0			1	0	2	0	0	0	0	8	4	4
E.2. REPRIMAND	4	6	0	0	0	0			8	3	5	0	12	7	7	28	14	14
E.3. SUSPENSION	0	1	0	0	0	0			3	1	2	0	9	5	5	11	5	5
E.4. REMOVAL	1	3	0	0	1	0			1	1	3	0	10	6	6	9	3	3
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	2	0	0
E.5. 5. Disciplinary warning	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.5.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	2	2	0	1	0	1			2	0	2	0	3	3	3	3	3	3
G. EVALUATION/APPRaisal	4	13	0	1	4	6			18	3	10	1	29	16	16	43	18	18
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	19	86	2	7	16	23			56	17	47	0	135	46	46	311	90	82
I.1. NON-SEXUAL	17	71	1	6	16	23			56	17	47	0	128	75	75	296	110	101
I.2. SEXUAL	2	15	1	1									7	6	6	15	11	11
J. MEDICAL EXAMINATION	0	1	0	1	0	0			0	3	4	0	5	3	3	9	4	4
K. PAY INCLUDING OVERTIME	3	2	0	1	1	1	0	0	2	0	3	0	8	4	4	10	6	6
L. PROMOTION/NON-SELECTION	9	22	0	0	9	13			61	1	10	0	37	24	24	152	50	44
M. REASSIGNMENT	6	5	0	0	2	0			8	0	2	0	9	9	9	23	15	15
M.1. DENIED	4	4	0	0	1	0			5	0	2	0	6	6	6	18	10	10
M.2. DIRECTED	2	1	0	0	1	0			3	0	0	0	3	3	3	5	5	5
N. REASONABLE ACCOMMODATION DISABILITY				2						6	23	1	10	7	7	32	28	26
O. REINSTATEMENT	0	1	0	0	0	0			0	1	2	0	1	1	1	3	1	1
P. RELIGIOUS ACCOMMODATION													2	2	2	1	1	1
Q. RETIREMENT	0	0	0	0	0	0			1	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	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
T. TERMINATION	3	7	0	1	1	1			4	1	12	0	6	5	5	36	19	19
U. TERMS/CONDITIONS OF EMPLOYMENT	5	17	0	0	4	8			19	2	13	0	23	11	11	86	25	24
V. TIME AND ATTENDANCE	3	2	0	1	1	3			5	3	7	0	20	10	10	26	15	14
W. TRAINING	0	4	0	0	0	0			1	0	1	0	3	1	1	10	7	7
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2. 2.	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 2015

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY			GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE		
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
X.2.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0		
X.3.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	27	62	3	6	14	11	0	0	79	23	63	0									
1.1A. NUMBER OF COUNSELINGS SETTLED	19	45	2	1	11	6	0	0	56	16	46	0									
1.1B. NUMBER OF COUNSELEES SETTLED WITH	19	41	2	1	11	6	0	0	56	16	45	0									
2. COMPLAINT SETTLEMENT ALLEGATIONS	63	153	0	10	35	55	0	0	176	23	97	2									
2.2A. NUMBER OF COMPLAINTS SETTLED	30	77	0	5	23	13	0	0	77	20	60	1									
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	28	63	0	5	20	11	0	0	65	16	56	1									

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 2015

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	1	5	2	0	2	2	0	0	0	0	1	1	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	3	2	0	2	0	6	0	0	0	3	3	2	2	2
C. AWARDS	0	0	0	2	1	0	1	0	1	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1
E. DISCIPLINARY ACTION	0	1	0	11	6	0	7	2	11	0	0	0	1	1	1	1	1
E.1. DEMOTION	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	5	3	0	3	0	5	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	4	3	0	3	1	4	0	0	0	1	1	1	1	1
E.4. REMOVAL	0	0	0	2	0	0	1	1	1	0	0	0	0	0	0	0	0
E.5.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	1	1	2	0	0	1	2	0	0	0	1	1	1	1	1
G. PERF. EVAL./APPRAISAL	0	0	0	4	3	0	3	0	3	0	0	0	2	2	2	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	2	0	9	5	1	6	2	19	1	1	1	33	8	31	8	7
I.1. NON-SEXUAL	0	2	0	9	5	1	6	2	19	1	1	1	25	8	23	7	6
I.2. SEXUAL									0	0	0	0	8	1	8	1	1
J. MEDICAL EXAMINATION	0	0	0	2	0	0	0	0	1	0	0	0	2	2	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	1	1	0	1	1	1	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	4	5	1	3	2	3	2	2	2	3	3	3	3	3
M. REASSIGNMENT	0	0	0	2	1	0	1	0	0	0	0	0	3	3	2	2	2
M.1. DENIED	0	0	0	0	1	0	1	0	0	0	0	0	1	1	1	1	1
M.2. DIRECTED	0	0	0	2	0	0	0	0	0	0	0	0	2	2	1	1	1
N. REASONABLE ACCOMMODATION									1	0	0	0	2	2	1	1	1
O. REINSTATEMENT	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	6	1	0	2	3	2	0	0	0	4	4	3	3	3
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	5	3	0	0	1	7	0	0	0	10	4	9	3	3
V. TIME AND ATTENDANCE	0	0	0	5	1	0	2	0	2	1	1	1	1	1	1	1	1
W. TRAINING	0	0	0	4	2	0	2	1	0	1	1	1	1	1	1	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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 2015

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 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											
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	1	0	0	0	0	1	0	0								
1.1a. Number FADs with Findings	0	1	0	0	0	0	1	0	0								
1.1b. Number Complainants Issued FAD Findings	0	1	0	0	0	0	1	0	0								
2. AJ Decision Findings	0	0	0	2	3	0	0	0	20								
2.2a. Number AJ Decisions With Findings	0	0	0	2	2	0	0	0	8								
3. Final Agency Order Findings Implemented	0	0	0	2	3	0	0	0	19								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	2	2	0	0	0	8								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	2	2	0	0	0	7								

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AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2015

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	# COMPLAINTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	2	0	0	0	3			2	1	4	0	0	0	0	1	1	0	0	0
B. ASSIGNMENT OF DUTIES	2	3	0	0	1	0			3	2	3	0	0	0	0	3	3	2	2	2
C. AWARDS	3	5	0	0	0	1			1	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1
E. DISCIPLINARY ACTION	9	8	0	0	0	1			5	0	4	0	0	0	0	1	1	1	1	1
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	5	6	0	0	0	1			1	0	1	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	3	2	0	0	0	0			3	0	0	0	0	0	0	1	1	1	1	1
E.4. REMOVAL	1	0	0	0	0	0			1	0	3	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	3	2	0	0	0	0			1	0	0	0	0	0	0	1	1	1	1	1
G. EVALUATION/APPRaisal	3	2	0	0	2	0			4	1	2	0	0	0	0	2	2	2	2	2
H. EXAMINATION/TEST	0	1	0	0	0	0			0	0	2	0	0	0	0	0	0	0	0	0
I. HARASSMENT	9	17	2	0	0	3			8	4	8	0	1	1	1	33	8	31	8	7
I.1. NON-SEXUAL	8	12	2	0	0	3			8	4	8	0	1	1	1	25	8	23	7	6
I.2. SEXUAL	1	5	0	0									0	0	0	8	1	8	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0			2	2	4	0	0	0	0	2	2	0	0	0
K. PAY INCLUDING OVERTIME	1	2	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	5	5	0	0	2	0			10	0	4	0	2	2	2	3	3	3	3	3
M. REASSIGNMENT	2	4	0	0	0	0			2	0	0	0	0	0	0	3	3	2	2	2
M.1. DENIED	1	0	0	0	0	0			1	0	0	0	0	0	0	1	1	1	1	1
M.2. DIRECTED	1	4	0	0	0	0			1	0	0	0	0	0	0	2	2	1	1	1
N. REASONABLE ACCOMMODATION DISABILITY				2						2	7	0	0	0	0	2	2	1	1	1
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	2	2										0	0	0	0	0	0	0	0
S. TELEWORK	0	1	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	2	4	0	0	0	0			3	0	6	0	0	0	0	4	4	3	3	3
U. TERMS/CONDITIONS OF EMPLOYMENT	3	4	3	0	0	0			3	3	1	0	0	0	0	10	4	9	3	3
V. TIME AND ATTENDANCE	1	1	0	0	0	0			1	2	3	0	1	1	1	1	1	1	1	1
W. TRAINING	2	3	0	2	0	0			1	0	0	0	1	1	1	1	1	1	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0			0	1	5	0	0	0	0	0	0	0	0	0
X.1.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1.NA	0	0	0	0	0	0			0	1	5	0	0	0	0	0	0	0	0	0
X.2. 2.	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

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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	# COMPLAINTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
	X.2.0	0	0		0	0	0	0												
X.2.NA	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3.NA	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4.NA	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	1	0	0	5	1	1	0								
1.1a. Number FADs with Findings	0	0	0	0	0	1	0	0	3	1	1	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	1	0	0	3	1	1	0								
2. AJ Decision Findings	3	14	0	0	0	0	0	0	23	18	18	0								
2.2a. Number AJ Decisions With Findings	2	4	0	0	0	0	0	0	8	3	3	0								
3. Final Agency Order Findings Implemented	3	10	0	0	0	0	0	0	23	18	18	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	2	3	0	0	0	0	0	0	8	3	3	0								
3.3b. # of Complainants issued FOs with Findings Implemented	2	3	0	0	0	0	0	0	7	2	2	0								

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PART V - SUMMARY OF CLOSURES BY STATUTE

765	A.1. TITLE VII
11	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
302	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
259	A.3. REHABILITATION ACT
10	A.4. EQUAL PAY ACT (EPA)
3	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
1350	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	942	478,625	508.09
A.1. WITHDRAWALS	119	29,448	247.46
A.1.a. NON-ADR WITHDRAWALS	115	29,066	252.75
A.1.b. ADR WITHDRAWALS	4	382	95.50
A.2. SETTLEMENTS	236	144,922	614.08
A.2.a. NON-ADR SETTLEMENTS	223	142,351	638.35
A.2.b. ADR SETTLEMENTS	13	2,571	197.77
A.3. FINAL AGENCY ACTIONS	587	304,255	518.32
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	389	161,363	414.81
B.1. FINDING DISCRIMINATION	4	2,642	660.50
B.2. FINDING NO DISCRIMINATION	293	143,691	490.41
B.3. DISMISSAL OF COMPLAINTS	92	15,030	163.37
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	198	142,892	721.68
C.1. AJ DECISION FULLY IMPLEMENTED	193	134,919	699.06
C.1.a. FINDING DISCRIMINATION	12	15,100	1,258.33
C.1.b. FINDING NO DISCRIMINATION	165	106,569	645.87
C.1.c. DISMISSAL OF COMPLAINTS	16	13,250	828.13
C.2. AJ DECISION NOT FULLY IMPLEMENTED	5	7,973	1,594.60
C.2.a. FINDING DISCRIMINATION	4	6,223	1,555.75
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	1,323	1,323.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	3	4,900	1,633.33
C.2.b. FINDING NO DISCRIMINATION	1	1,750	1,750.00
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	297	34,116	114.87
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	119	9,873	82.97
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	56	2,911	51.98
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	63	6,962	110.51
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	88	15,119	171.81
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	19	906	47.68
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	69	14,213	205.99
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	77	7,241	94.04
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	38	1,720	45.26
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	39	5,521	141.56
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	13	1,883	144.85
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	7	270	38.57
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	6	1,613	268.83

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	252	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	161	\$4,615,248.14
B.1. BACK PAY/FRONT PAY	21	\$685,073.24
B.2. LUMP SUM PAYMENT	111	\$2,549,720.70
B.3. COMPENSATORY DAMAGES	14	\$321,105.61
B.4. ATTORNEY FEES AND COSTS	57	\$1,059,348.59
D. INTENTIONALLY LEFT BLANK		
B.5. 5.	0	\$0.00
B.6. 6.	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	187	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	11	4
F.2.a. RETROACTIVE	8	0
F.2.b. NON-RETROACTIVE	3	4
F.3. EXPUNGEMENTS	27	17
F.4. REASSIGNMENTS	16	25
F.5. REMOVALS RESCINDED	14	9
F.5.a. REINSTATEMENT	2	4
F.5.b. VOLUNTARY RESIGNATION	12	5
F.6. ACCOMMODATIONS	1	4
F.7. TRAINING	11	5
F.8. APOLOGY	0	3
F.9. DISCIPLINARY ACTIONS	12	12
F.9.a. RESCINDED	9	5
F.9.b. MODIFIED	3	7
F.10. PERFORMANCE EVALUATION MODIFIED	7	3
F.11. LEAVE RESTORED	29	14
F.12. NEUTRAL REFERENCE	16	10
F.13. 13. PRIORITY CONSIDERATION	0	1
F.13. 13. Improved terms/conditions of employment	7	1
F.13. 13. Terms and Conditions	3	1
F.13.NA	0	0
F.13. 13. Improved Terms and Conditions	0	7
F.13. 13. Improved Terms/Condition of Employment	9	19
F.13. 13. IMPROVED TERMS AND CONDITIONS OF EMPLOYMENT	11	6
F.13. 13.	0	1
F.14.0	0	0
F.14. 14.	0	0
F.14.NA	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)	2501	1235623	494.05157		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	22	471	21.40909	229	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	338	29909	88.488165	741	
A.2. COMPLAINTS PENDING IN INVESTIGATION	616	134577	218.46915	2308	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	170	54864	322.72941	2308	
A.3. COMPLAINTS PENDING IN HEARINGS	1222	865758	708.47626	3358	570-2015-00750X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	303	204908	676.26402	3494	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	865	218676	252.80
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	341	67695	198.52
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	223	33684	151.05
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	105	26929	256.47
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	58	14411	248.47
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	47	12518	266.34
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	13	7082	544.77
A.2. AGENCY INVESTIGATION COSTS	\$1,409,032.60		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	524	150981	288.13
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	134	20978	156.55
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	299	76065	254.40
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	120	29314	244.28
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	179	46751	261.18
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	91	53938	592.73
A.4. CONTRACTOR INVESTIGATION COSTS	\$1,463,496.01		\$0.00

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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	2,136	2,064		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	946	913		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,190	1,168		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS		
C.1. INHOUSE	612	604		
C.2. ANOTHER FEDERAL AGENCY	263	256		
C.2. ANOTHER FEDERAL AGENCY	181	180		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	142	142		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	25	25		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.6.NA	0	0		
C.6.City Government	1	1		
C.7.NA	0	0		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	612	604	32,231	52.67
D.1. MEDIATION	595	587	31,584	53.08
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	17	17	647	38.06
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.9.NA	0	0	0	0.00
D.10.	0	0	0	0.00
D.10.NA	0	0	0	0.00
E.1. TOTAL CLOSED	1,190	1,168	58,114	48.84
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	147	147	8,143	55.39
E.1.b. NO FORMAL COMPLAINT FILED	486	476	22,332	45.95
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	314	313	16,495	52.53
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	214	211	9,796	45.78
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	29	29	1,348	46.48

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY		268	250		
B.2. REJECTED BY COMPLAINANT		186	174		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		82	78		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		55	54		
C.1. INHOUSE		26	26		
C.2. ANOTHER FEDERAL AGENCY		22	22		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		6	6		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		1	1		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.6.NA		0	0		
C.7.NA		0	0		
C.7.		0	0		
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		55	54	2216	40.29
D.1. MEDIATION		51	50	2100	41.18
D.2. SETTLEMENT CONFERENCES		0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		4	4	116	29.00
D.6. OMBUDSMAN		0	0	0	0.00
D.7. MINI-TRIALS		0	0	0	0.00
D.8. PEER REVIEW		0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.10.		0	0	0	0.00
D.10.NA		0	0	0	0.00
D.11.		0	0	0	0.00
D.11.NA		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		82	78	3093	37.72
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		13	13	721	55.46
E.1.b. WITHDRAWAL FROM EEO PROCESS		4	4	288	72.00
E.1.c. NO RESOLUTION		46	45	1753	38.11
E.1.d. NO ADR ATTEMPT		19	19	331	17.42
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		6	6	\$120,876.15	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY		1	1	\$6,800.00	
F.1.c. LUMP SUM		4	4	\$101,676.15	
F.1.d. ATTORNEY FEES AND COSTS		2	2	\$12,400.00	
F.1.e.0		0	0	\$0.00	
F.1.e.NA		0	0	\$0.00	
F.1.e.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		11	11		
F.2.a. HIRES		0	0		
F.2.a.i. RETROACTIVE		0	0		
F.2.a.ii. NON-RETROACTIVE		0	0		
F.2.b. PROMOTIONS		1	1		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		1	1		
F.2.c. EXPUNGEMENTS		0	0		
F.2.d. REASSIGNMENTS		2	2		
F.2.e. REMOVALS RESCINDED		0	0		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		0	0		
F.2.f. ACCOMMODATIONS		0	0		
F.2.g. TRAINING		2	2		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		0	0		
F.2.i.i. RESCINDED		0	0		
F.2.i.ii. MODIFIED		0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED		1	1		
F.2.k. LEAVE RESTORED		2	2		
F.2.l. NEUTRAL REFERENCE		1	1		
F.2.m.0		0	0		
F.2.m.NA		0	0		
F.2.m. improved terms/condition of employment		2	2		
F.2.m.		0	0		
F.2.m. Improved terms/conditions of employment		5	5		

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	190431
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	21
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	7
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	14
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
D. EEO ADR FUNDING SPENT	\$768,812.58

E. EEO ADR VVVCONTACT INFORMATION

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

E.2. TITLE: ADR Manager

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

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

F. EEO ADR PROGRAM INFORMATION	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for 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, 2014 through September 30, 2015 is accurate and complete.

NAME OF CERTIFYING OFFICIAL: Veronica Venture

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

TELEPHONE NUMBER: (202) 254-8210

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

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

DATE: 01-11-2015

NAME OF PREPARER: _____

TITLE OF PREPARER: _____

TELEPHONE NUMBER: _____

E-MAIL: _____

DATE: _____

The FY 2015 Form 462 report must be "Accepted/Finalized" by EEOC by November 2, 2015 to be considered timely.

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 2015

Form 462 Comments

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

PART IVC

Part 2 HSBB - 2A. NUMBER OF COMPLAINTS SETTLED, PREGNANCY DISCRIMINATION ACT | <= | 2. COMPLAINT SETTLEMENT ALLEGATIONS, PREGNANCY DISCRIMINATION ACT | 2 | 7 | Informal complaints were filed and closed in prior FY and settled in current FY.

PART I

Part I

HSBB - F -- Total Non-ADR Settlements With Non-Monetary Benefits, Counselings | <= | F1 + F2 + F3 + F4 + F5 + F6 + F7 + F8 + F9 + F10 + F11 + F12 + F13 + F14 | 9 | 9 |

HSAA - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 19 | 19 | Data reconciliation was conducted

HSAA - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 19 | 19 | Data reconciliation was conducted

HSAA - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II.J | 40 | 43 | Data reconciliation was conducted

HSAA - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II.B | 41 | 44 | Data reconciliation was conducted

HSAB - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 18 | 17 | One counseling settled in FY14; however, we didn't receive notification until after FY14 report was certified.

HSAB - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 18 | 17 | One counseling settled in FY14; however, we didn't receive notification until after FY14 report was certified.

HSAB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II.J | 88 | 89 | One case was pending formal filing at the end of FY14 which resulted in a formal filing in FY15.

HSAB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II.B | 89 | 90 | One case was pending formal filing at the end of FY14 which resulted in a formal filing in FY15.

HSAC - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 7 | 6 | The difference due to conflict case of interest that the processing component returned to USCG

HSAC - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 7 | 6 | The difference due to conflict case of interest that the processing component returned to USCG

HSAC - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II.B | 37 | 38 | one case concluded in the pre-complaint period in the closing days of FY2014 and timely filed a formal complaint in FY 2015

HSAD - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 4 | 4 | Data is correct.

HSAD - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 4 | 4 | Data is correct.

HSBB - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 56 | 56 | 6 FY14 precomplaints were received after filing of FY14 462 report

HSBB - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 56 | 56 | 6 FY14 precomplaints were received after filing of FY14 462 report

HSBB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II.J | 169 | 172 | 3 complaints were issued NRTF during FY14 and filed in FY15

HSBB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II.B | 174 | 177 | 3 complaints were issued NRTF during FY14 and filed co FY15

HSBC - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 212 | 208 | difference due to data reconciliation

HSBC - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 211 | 207 | difference due to data reconciliation

HSBC - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II.J | 497 | 535 | difference due to data reconciliation

HSBC - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II.B | 514 | 553 | difference due to data reconciliation

HSBD - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 72 | 72 | FY 2014 indicated 72 pending counseling at the end of the reporting period. After auditing of the on-hand data at the end of the reporting period, the final pending total was 73 at the end of FY 2014.

HSBD - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 72 | 72 | FY 2014 indicated 72 pending counseling at the end of the reporting period. After auditing of the on-hand data at the end of the reporting period, the final pending total was 73 at the end of FY 2014.

HSBD - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II.J | 219 | 226 | CBP had 7 FY 2014 precomplaint cases carryover complaints filed formal in FY 2015

HSBD - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II.B | 227 | 235 | CBP had 8 FY 2014 precomplaint cases carryover complaints filed formal in FY 2015

HSBE - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 1 | 1 | 1 counseling was pending at end of report period

HSBE - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 1 | 1 | 1 Individual pending at end of report period

HSCB - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 18 | 17 | The inconsistency between the 17 counselings reported on hand in the FY 14 report and the 18 reported in the FY 15 reported here is due to pending counselings after the FY 2014 reporting.

0

0

2

1

The inconsistency is due to the pending counsel

HSCB - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 18 | 17 | The inconsistency between the 17 counselings reported on hand in the FY 14 report and the 18 reported in the FY 15 reported here is due to pending counselings after the FY 2014 reporting.

0

0

2

1

The inconsistency is due to the pending counsel

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 2015

Form 462 Comments

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

Part I

HSCB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 75 | 81 | The difference in the six (6) cases stems from counselings that ended in FY 2014, but were filed in FY 15.

HSCB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 75 | 82 | The difference in the six (6) cases stems from counselings that ended in FY 2014, but were filed in FY 15.

Part II

HSA A - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 81 | 82 | Data reconciliation was conducted

HSAB - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 166 | 166 | Numbers equal.

HSAD - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 42 | 44 | Data cleanup - After verification data is correct.

HSBB - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 402 | 402 | 2 FY14 complaints were closed with FY13 dates

HSBD - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 372 | 378 | The FY 2014 462 report indicates 378 on-hand at the end of the reporting period. After the completion of the FY 2014 462 report, six (6) closures with FY 2014 closure dates were received. The correct number of complaints on-hand at the end of the FY 2014 reporting period should be 372. One conflict of interest complaint received this reporting period is not included in the number for formal filings. The conflict of interest complaint is currently being investigated by another DHS componet.

HSBE - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 3 | 3 | 1 old case, 1 conflict case, and 1 more recent case were pending

HSCB - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 246 | 252 | The inconsistency between the 252 cases being reported in FY 13 and the 246 reported in FY 15 are due to the reconciliation of cases in iComplaints.

PART III

HSCB - A1a -- Total Work Force | >= | (B1 New Staff Total (Counselor/Investigator Agency) + B1 New Staff Total (Counselor/Investigator Contractor)) + (B2 Experienced Staff Total (Counselor/Investigator Agency) + B2 Experienced Staff Total (Counselor/Investigator Contractor)) | 13715 | 0 | The large number of non-permanent workforce is due to the mission of the Agency. The Stafford Act is the statutory authority for most federal disaster response and the majority of FEMA's workforce comprise Reservists, Disaster Assistance Employees, FEMA C

HSCB - A1a -- Total Work Force | >= | Part XII. B | 13715 | 13715 | The large number of non-permanent workforce is due to the mission of the Agency. The Stafford Act is the statutory authority for most federal disaster response and the majority of FEMA's workforce comprise Reservists, Disaster Assistance Employees, FEMA Corps and Local Hires. They are FEMA's temporary workforce which comprises approximatley 3/4 of FEMA's workforce.

HSCB - If Part I.C>0, Then Section B Line 1 + Line 2 (counselor agency) + (counselor contract) + (counselor/investigator agency) + (counselor/investigator contract) | > | 0 | 59 | 0 | All FEMA counselors have received the requisite training.

HSCB - If Part IX.A1>0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) | > | 0 | 1 | 0 | The FEMA Agency investigator has received the requisite training.

HSCB - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) | > | 0 | 113 | 0 | All contractors have certified that their staff have met the mandatory annual training certification.

Part III

HSCB - B.1.c. Staff Receiving No Training At All (couns/investig Agency) | > | 0 | 0 | 0 | FEMA does not utilize this resource.

HSCB - B.1.c. Staff Receiving No Training At All (couns/investig Contract) | > | 0 | 0 | 0 | FEMA does not utilize this resource.

HSCB - B.1.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 0 | 0 | All FEMA counselors have received the requisite training.

HSCB - B.1.c. Staff Receiving No Training At All (counselors Contract) | > | 0 | 0 | 0 | FEMA does not utilize this resource.

HSCB - B.1.c. Staff Receiving No Training At All (investigators Agency) | > | 0 | 0 | 0 | The FEMA Agency investigator has received the requisite training.

HSCB - B.1.c. Staff Receiving No Training At All (investigators Contract) | > | 0 | 0 | 0 | All FEMA contract investigators have received the requisite training.

HSCB - B.2.c. Staff Receiving No Training At All (couns/investig Agency) | > | 0 | 0 | 0 | FEMA does not utilize this resource.

HSCB - B.2.c. Staff Receiving No Training At All (couns/investig Contract) | > | 0 | 0 | 0 | FEMA does not utilize this resource.

HSCB - B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 0 | 0 | All FEMA counselors have received the requisite training.

HSCB - B.2.c. Staff Receiving No Training At All (counselors Contract) | > | 0 | 0 | 0 | FEMA does not utilize this resource.

HSCB - B.2.c. Staff Receiving No Training At All (investigators Agency) | > | 0 | 0 | 0 | All FEMA contract investigators have received the requisite training.

HSCB - B.2.c. Staff Receiving No Training At All (investigators Contract) | > | 0 | 0 | 0 | All FEMA contract investigators have received the requisite training.

HSCB - B1+B2 -- Total Staff (Counselor/Investigator Agency) | = | A4a (Agency) + A4b (Agency) + A4c (Agency) | 0 | 0 | FEMA does not utilize this resource.

HSCB - B1+B2 -- Total Staff (Counselor/Investigator Contractor) | = | A4a (Contract) + A4b (Contract) + A4c (Contract) | 0 | 0 | FEMA does not utilize this resource.

PART IV

PART II

HSBB - M.2. Directed, Female | <= | Part II. B | 0 | 177 | Agency Appealed Finding Remedies, but not finding

PART VIII

HSBD - A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION , NUMBER OF DAYS PENDING FOR OLDEST CASE | Not empty | N/A | 1 | | The four pending complaints pending acknowledgment with filing date of September 30, 2015 were after 9/30/2015. Per EEOC, the number of day for each complaint is one. All complaints are one day old.

HSBD - A.2. COMPLAINTS PENDING IN INVESTIGATION, NUMBER PENDING | Not empty | N/A | 54 | | 180 day investigation notice for the two pending complaints were issued on 10/1/2015.

HSBD - A.3. COMPLAINTS PENDING IN HEARINGS, NUMBER OF DAYS PENDING FOR OLDEST CASE | Not empty | N/A | 3358 | | M. Dami HS-CBP-01948-2006 (doc. No. 480-2012-0372x) is the oldest pending hearing complaint. It was consolidated with HS-CBP-00836-2011 (doc no.480-2012-00257X). Both complaints are pending before Los Angeles EEOC office.

HSCB - A.2. COMPLAINTS PENDING IN INVESTIGATION, NUMBER OF DAYS PENDING FOR OLDEST CASE | Not empty | N/A | 2308 | | The oldest complaint is one that the agency discovered had been timely filed in 2009 but had not been processed until FY 2015.

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

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2015

Form 462 Comments

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

Part VIII

HSBC - A -- Total | = | Part II.I | 1060 | 1060 | data was reconciled
HSCB - A3 -- Complaints In Hearing - Average Days | >= | 180 | 107.790476190476 | 180 | HS-10-FEMA-00073
HSCB - A -- Total | = | Part II.I | 259 | 259 | There are 259 pending complaints in various stages of the process.

Part IX

HSCB - A1c -- Investigations Completed in 361 or More Days (Average days) | > | 360 | 0 | 360 | NA
HSCB - A2 -- Cost of Agency Investigations Average | between | 0 and 10000 | 0 | 10000 | NA
HSCB - A4 -- Cost of Contractor Investigations Average | between | 0 and 10000 | 3181.46578125 | 10000 | The average cost for investigations was approximately \$3182.

PART X

HSCB - D1 -- Mediation - Average Days | between | 0 and 100 | 46 | 100 | There were two mediations which took an average of 46 days.
HSCB - D2 -- Settlement Conferences - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any settlement conferences.
HSCB - D3 -- Early Neutral Evaluations - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any early neutral evaluations.
HSCB - D4 -- Fact Finding - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any fact findings.
HSCB - D5 -- Facilitation - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any facilitations.
HSCB - D6 -- Ombudsman - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not ombudsman activity.
HSCB - D7 -- Peer Review - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any peer reviews.
HSCB - D8 -- Mini Trial - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any mini trials.
HSCB - E1a -- Settlements with Benefits (Monetary & Non-monetary) - Average Days | between | 0 and 100 | 76.5 | 100 | There were no resolutions.
HSCB - E1b -- No Formal Complaint Filed - Average Days | between | 0 and 100 | 38.1428571428571 | 100 | Fourteen complaints were not filed.
HSCB - E1c -- No ADR Attempt - Average Days | between | 0 and 100 | 37.8571428571429 | 100 | Seven cases fell into this category.
HSCB - E1d -- No Resolution - Average Days | between | 0 and 100 | 50 | 100 | One complaint fell in this category.
HSCB - E1e -- Decision to File a complaint pending at the end of the reporting period - Average Days | between | 0 and 100 | 0 | 100 | NA

Part X

HSAC - If C.4>0, then comment required | N/A | N/A | 1 | 0 | The agency used an in-house mediator and a co-mediator from the shared neutrals program
HSBC - If C.4>0, then comment required | N/A | N/A | 23 | 0 | Utilized Shared Neutrals Mediators
HSBE - If C.4>0, then comment required | N/A | N/A | 1 | 0 | EEO Complaints Manager kept communication open to try and resolve cases
HSCB - If C.4>0, then comment required | N/A | N/A | 0 | 0 | NA
HSCB - If D.8>0, then comment required | N/A | N/A | 0 | 0 | NA

PART XI

HSBD - C.4. MULTIPLE RESOURCES USED (Please specify in a comment box), COMPLAINANTS | Not empty | N/A | 1 | | In FY 2015, CBP had one (1) complaint were mediation was conducted twice by two separate in-house mediators.
HSBD - C.4. MULTIPLE RESOURCES USED (Please specify in a comment box), COMPLAINTS | Not empty | N/A | 1 | | In FY 2015, CBP had one (1) complaint were mediation was conducted twice by two separate in-house mediators.
HSCB - D10 -- Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | FEMA does not utilize multiple techniques to conduct ADR.
HSCB - D11 -- Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | FEMA does not utilize multiple techniques to conduct ADR.
HSCB - D1 -- Mediation - Average Days | between | 0 and 100 | 37 | 100 | The average timeframe for mediation of both cases is 37 days.
HSCB - D2 -- Settlement Conferences - Average Days | between | 0 and 100 | 0 | 100 | FEMA does not utilize this technique for the EEO process.
HSCB - D3 -- Early Neutral Evaluations - Average Days | between | 0 and 100 | 0 | 100 | FEMA does not utilize this technique for the EEO process.
HSCB - D4 -- Fact Finding - Average Days | between | 0 and 100 | 0 | 100 | FEMA does not utilize this technique for the EEO process.
HSCB - D5 -- Facilitation - Average Days | between | 0 and 100 | 0 | 100 | FEMA does not utilize this technique for the EEO process.
HSCB - D6 -- Ombudsman - Average Days | between | 0 and 100 | 0 | 100 | FEMA does not utilize this technique for the EEO process.
HSCB - D7 -- Peer Review - Average Days | between | 0 and 100 | 0 | 100 | FEMA does not utilize this technique for the EEO process.
HSCB - D8 -- Mini Trial - Average Days | between | 0 and 100 | 0 | 100 | FEMA does not utilize this technique for the EEO process.
HSCB - D9 -- Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | FEMA does not utilize multiple techniques to conduct ADR.
HSCB - E1a -- Settlements with Benefits (Monetary & Non-monetary) - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any settlements using these techniques.
HSCB - E1b -- Withdrawn from EEO Process - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any withdrawals.
HSCB - E1c -- No Resolution - Average Days | between | 0 and 100 | 37 | 100 | The two cases that did not result in a resolution lasted a total of 74 days from the time mediation was accepted and when the mediation ended.

Part XI

HSBD - If C.4>0, then comment required | N/A | N/A | 1 | 0 | In FY 2015, CBP had one (1) complaint were mediation was conducted twice by two different in-house mediators.

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AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2015

Form 462 Comments

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

Part XI

HSCB - E1d -- No ADR Attempt - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any cases in this category.

HSCB - If C.4>0, then comment required | N/A | N/A | 0 | 0 | NA

HSCB - If D.9>0, then comment required | N/A | N/A | 0 | 0 | NA

PART XII

HSCB - F.1a. If yes, is there a written policy requiring the participation?, YES/NO | Not empty | N/A | | | Managers and supervisors are highly encouraged; but not required to participate in the ADR process.

HSCB - C1 -- In House Staff Resources Available for ADR (Full Time) | <= | 10 | 0 | 10 | FEMA does not have any full-time in-hours ADR staff.

HSCB - C2 -- In House Staff Resources Available for ADR (Part Time) | <= | 5 | 0 | 5 | FEMA does not have any part-time ADR staff.

Part XII

HSCB - B. -- Employees That Can Participate In Eeo Adr | <= | Part III.A.1.a | 13715 | 13715 | All employees are permitted to enter into the EEO process.

HSCB - C -- In House Staff Resources Available for ADR (Total) | > | 0 | 1 | 0 | FEMA has one collateral-duty person on staff.