

**PART I - PRE-COMPLAINT ACTIVITIES**

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
<b>TOTAL COMPLETED/ENDED COUNSELING</b>		
	COUNSELING	INDIVIDUALS
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>	2,510	2,390
C.1. COUNSELED WITHIN 30 DAYS	702	673
C.2. COUNSELED WITHIN 31 TO 90 DAYS	1,719	1,671
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	372	368
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1,179	1,157
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	168	162
C.3. COUNSELED BEYOND 90 DAYS	89	88
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
<b>D. PRE-COMPLAINT ACTIVITIES</b>		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	440	437
D.2. INITIATED DURING THE REPORTING PERIOD	2,410	2,292
D.3. COMPLETED/ENDED COUNSELINGS	2,510	2,390
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	166	166
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	987	974
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1,255	1,213
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	102	100
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	340	338

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

	COUNSELING	INDIVIDUALS	AMOUNT
<b>E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL</b>	2	2	\$49,500.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	2	2	\$43,500.00
E.4. ATTORNEY FEES AND COSTS	1	1	\$6,000.00
E.5.N/A	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.N/A	0	0	\$0.00
E.6.	0	0	\$0.00

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

	COUNSELING	INDIVIDUALS
<b>F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL</b>	7	7
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	5	5
F.5. REMOVALS RESCINDED	2	2
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	2	2
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	2	2
F.8. APOLOGY	1	1
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	1
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.0	0	0
F.13.	0	0
F.13.None	0	0
F.140	0	0
F.14None	0	0
F.14	0	0

**G. ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
<b>G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL</b>	14	14	\$81,858.60
G.1. COMPENSATORY DAMAGES	0	0	\$2,200.00
G.2. BACKPAY/FRONTPAY	2	2	\$8,803.60
G.3. LUMP SUM PAYMENT	9	9	\$62,030.00
G.4. ATTORNEY FEES AND COSTS	4	4	\$8,825.00
G.5.	0	0	\$0.00
G.5.None	0	0	\$0.00
G.5.0	0	0	\$0.00
G.6.None	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
<b>H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL</b>	154	154
H.1. HIRES	1	1
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	1	1
H.2. PROMOTIONS	2	2
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	2	2
H.3. EXPUNGEMENTS	11	11
H.4. REASSIGNMENTS	93	93
H.5. REMOVALS RESCINDED	15	13
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	15	15
H.6. ACCOMMODATIONS	5	5
H.7. TRAINING	22	22
H.8. APOLOGY	2	2
H.9. DISCIPLINARY ACTIONS	19	17
H.9.a. RESCINDED	7	7
H.9.b. MODIFIED	12	12
H.10. PERFORMANCE EVALUATION MODIFIED	16	16
H.11. LEAVE RESTORED	11	11
H.12. NEUTRAL REFERENCE	5	5
H.13.0	0	0
H.13. None	0	0
H.13. Modification of Removal Letter	1	1
H.13.	0	0
H.14	0	0
H.14 None	0	0
H.140	0	0

**I. NON-ADR SETTLEMENTS**

	COUNSELING	INDIVIDUALS
<b>TOTAL</b>	8	8

**PART II - FORMAL COMPLAINT ACTIVITIES**

2,494	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1,315	B. COMPLAINTS FILED
14	C. REMANDS (sum of lines C1+C2+C3)
11	C.1. REMANDS (NOT INCLUDED IN A OR B)
3	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
3,820	D. TOTAL COMPLAINTS
3,676	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
844	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
144	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
42	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
2,937	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1,270	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
62	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	192,866			
A.1.b. PERMANENT EMPLOYEES	179,066			
<b>A.2. COUNSELOR</b>	154		20	
A.2.a. FULL-TIME	73	47.40	14	70.00
A.2.b. PART-TIME	25	16.23	6	30.00
A.2.c. COLLATERAL DUTY	56	36.36	0	0.00
<b>A.3. INVESTIGATOR</b>	22		128	
A.3.a. FULL-TIME	4	18.18	72	56.25
A.3.b. PART-TIME	0	0.00	56	43.75
A.3.c. COLLATERAL DUTY	18	81.82	0	0.00
<b>A.4. COUNSELOR/INVESTIGATOR</b>	47		1	
A.4.a. FULL-TIME	5	10.64	0	0.00
A.4.b. PART-TIME	42	89.36	1	100.00
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>B.1. NEW STAFF (NS) - TOTAL</b>	9	0	1	2	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	7	0	1	1	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	2	0	0	1	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
<b>B.2. EXPERIENCED STAFF (ES) - TOTAL</b>	145	20	21	126	47	1
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	145	20	21	126	47	1
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	Director, EEO and Diversity Programs	
4.	WHO DOES THAT PERSON REPORT TO?	PERSON Megan Mack	
	TITLE	Officer for Civil Rights and Civil Liberties	

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 2016

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE				
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES								
A. APPOINTMENT/HIRE	0	4	0	15	10	0	12	5	31	189	82	81		
B. ASSIGNMENT OF DUTIES	0	6	0	9	11	0	2	1	64	249	150	149		
C. AWARDS	0	0	0	3	2	0	0	2	13	45	23	23		
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	1	0	0	0	0	1	3	2	2		
E. DISCIPLINARY ACTION	0	11	0	59	17	0	35	12	138	469	259	259		
E.1. DEMOTION	0	1	0	2	2	0	3	0	7	24	11	11		
E.2. REPRIMAND	0	2	0	6	3	0	2	2	25	87	39	39		
E.3. SUSPENSION	0	5	0	18	5	0	13	6	45	157	75	75		
E.4. REMOVAL	0	2	0	13	1	0	5	3	27	106	52	52		
E.5. DISCIPLINARY WARNING	0	1	0	20	6	0	12	1	34	95	41	38		
E.6 None	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		
E.6 OTHER	0	0	0	0	0	0	0	0	0	0	0	0		
E.7	0	0	0	0	0	0	0	0	0	0	0	0		
E.7 None	0	0	0	0	0	0	0	0	0	0	0	0		
F. DUTY HOURS	0	1	0	7	2	0	3	3	21	87	42	41		
G. PERF. EVAL./APPRAISAL	0	1	0	22	12	0	16	3	68	242	107	107		
H. EXAMINATION/TEST	0	1	0	3	1	0	0	0	7	31	13	13		
I. HARASSMENT	1	13	0	113	39	0	55	24	385	1,270	604	594		
I.1. NON-SEXUAL	1	13	0	113	39	0	55	24	372	1,229	584	580		
I.2. SEXUAL									13	41	30	30		
J. MEDICAL EXAMINATION	0	1	0	1	1	0	0	1	17	66	27	27		
K. PAY INCLUDING OVERTIME	0	0	0	12	4	0	4	0	22	102	41	41		
L. PROMOTION/NON-SELECTION	4	16	0	67	22	1	45	17	137	705	296	286		
M. REASSIGNMENT	0	0	0	17	11	0	4	0	46	160	76	75		
M.1. DENIED	0	0	0	9	5	0	4	0	21	80	33	33		
M.2. DIRECTED	0	0	0	8	6	0	0	0	25	80	42	41		
N. REASONABLE ACCOMMODATION									37	131	85	85		
O. REINSTATEMENT	0	0	0	0	0	0	0	0	3	11	5	5		
P. RELIGIOUS ACCOMMODATION								11	4	15	12	12		
Q. RETIREMENT	0	0	0	1	0	0	0	0	3	9	4	4		
R. SEX-STEROTYPING										2	2	2		
S. TELEWORK	0	0	0	4	4	0	3	0	9	53	20	20		
T. TERMINATION	0	3	0	21	1	1	13	1	38	167	81	81		
U. TERMS/CONDITIONS OF EMPLOYMENT	3	3	0	21	5	0	13	1	76	320	147	137		
V. TIME AND ATTENDANCE	1	0	0	13	4	0	5	2	49	166	78	78		
W. TRAINING	0	0	0	9	4	0	3	0	23	98	41	41		
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	1	2	2	2		
X.1. None	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		

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 2016

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.Forced to report to Office of Inspection (intern)	0	0	0	0	0	0	0	0	1	2	2	2
X.2. None	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0
X.3. None	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0
X.4. None	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	9	60	0	398	150	2	213	83	1,193			
TOTAL ALL COMPLAINTS FILED BY BASES	6	44	0	262	89	2	159	66	667			
TOTAL ALL COMPLAINANTS BY BASES	6	37	0	258	87	2	150	59	639			

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 2016

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	12	15	0	0	3	14			37	13	18	0	189	82	81
B. ASSIGNMENT OF DUTIES	10	36	0	7	13	9			43	10	28	0	249	150	149
C. AWARDS	2	8	0	0	3	4			4	0	4	0	45	23	23
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	1	0	0	3	2	2
E. DISCIPLINARY ACTION	16	41	2	3	14	17			39	17	45	3	469	259	259
E.1. DEMOTION	2	3	0	0	0	1			1	0	2	0	24	11	11
E.2. REPRIMAND	1	13	0	2	2	5			11	2	10	1	87	39	39
E.3. SUSPENSION	8	12	0	0	7	7			17	3	11	0	157	75	75
E.4. REMOVAL	2	8	1	1	5	3			5	9	19	2	106	52	52
E.5. DISCIPLINARY WARNING	3	5	1	0	0	1			5	3	3	0	95	41	38
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
E.6. OTHER	0	0	0	0	0	0			0	0	0	0	0	0	0
E.6. None	0	0	0	0	0	0			0	0	0	0	0	0	0
E.7	0	0	0	0	0	0			0	0	0	0	0	0	0
E.7. None	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	5	17	0	2	2	2			10	1	11	0	87	42	41
G. EVALUATION/APPRaisal	10	23	1	2	11	4			42	8	19	0	242	107	107
H. EXAMINATION/TEST	1	2	0	0	1	1			7	0	6	1	31	13	13
I. HARASSMENT	59	163	2	8	45	40			156	45	117	5	1,270	604	594
I.1. NON-SEXUAL	52	142	2	8	45	40			156	45	117	5	1,229	584	580
I.2. SEXUAL	7	21	0	0									41	30	30
J. MEDICAL EXAMINATION	0	4	0	0	1	0			10	12	15	3	66	27	27
K. PAY INCLUDING OVERTIME	6	16	0	0	2	4	1	3	15	3	9	1	102	41	41
L. PROMOTION/NON-SELECTION	34	71	0	1	32	45			164	9	39	1	705	296	286
M. REASSIGNMENT	6	20	0	3	6	5			30	3	9	0	160	76	75
M.1. DENIED	3	11	0	0	2	3			14	3	5	0	80	33	33
M.2. DIRECTED	3	9	0	3	4	2			16	0	4	0	80	42	41
N. REASONABLE ACCOMMODATION DISABILI				2						22	69	1	131	85	85
O. REINSTATEMENT	0	0	0	0	1	0			2	0	3	2	11	5	5
P. RELIGIOUS ACCOMMODATION													15	12	12
Q. RETIREMENT	0	1	0	0	0	0			2	0	2	0	9	4	4
R. SEX-STEROTYPING	2	0	0										2	2	2
S. TELEWORK	1	5	0	0	2	1			11	4	9	0	53	20	20
T. TERMINATION	5	15	0	5	6	6			12	14	25	1	167	81	81
U. TERMS/CONDITIONS OF EMPLOYMENT	13	50	0	7	14	4			60	16	32	2	320	147	137
V. TIME AND ATTENDANCE	12	14	1	3	6	2			20	5	26	3	166	78	78
W. TRAINING	3	11	1	0	2	5			21	4	12	0	98	41	41
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	1	0	2	2	2
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1.Forced to report to Office of Inspection (	0	0	0	0	0	0			0	0	1	0	2	2	2

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

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2016

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				
X.1. None	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. None	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3. None	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. None	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	197	512	7	43	164	163	1	3	685	187	499	23			
TOTAL ALL COMPLAINTS FILED BY BASES	134	314	5	21	105	113	1	3	396	101	278	7			
TOTAL ALL COMPLAINANTS BY BASES	127	305	5	21	104	103	1	3	385	99	277	7			

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 2016

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

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	BASES OF ALLEGED DISCRIMINATION IN SETELEMETS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	1	0	1	3	0	2	2	6	11	4	4	23	11	11
B. ASSIGNMENT OF DUTIES	0	1	0	6	5	0	0	0	16	20	10	10	54	28	28
C. AWARDS	0	1	0	3	0	0	0	0	8	2	1	1	18	8	8
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	26	3	0	14	4	34	37	19	19	124	49	49
E.1. DEMOTION	0	0	0	0	0	0	0	0	1	2	2	2	2	2	2
E.2. REPRIMAND	0	0	0	2	0	0	1	0	7	7	5	5	16	7	7
E.3. SUSPENSION	0	0	0	6	2	0	5	1	6	5	4	4	39	12	12
E.4. REMOVAL	0	0	0	7	0	0	3	2	8	11	5	5	56	20	20
E.5. DISCIPLINARY WARNING	0	1	0	11	1	0	5	1	12	12	7	7	11	8	8
E.6. None	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
E.7. None	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	3	0	0	0	5	6	3	3	14	9	9
G. PERF. EVAL./APPRAISAL	0	1	0	12	1	0	3	1	23	42	23	23	41	21	21
H. EXAMINATION/TEST	0	0	0	1	1	0	0	0	1	4	2	2	2	2	2
I. HARASSMENT	0	6	0	35	10	0	15	5	86	163	66	66	352	126	118
I.1. NON-SEXUAL	0	6	0	35	10	0	15	5	83	158	71	71	323	121	104
I.2. SEXUAL									3	5	2	2	29	10	10
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	2	1	1	8	2	2
K. PAY INCLUDING OVERTIME	0	0	0	0	3	0	0	0	5	7	2	2	15	11	8
L. PROMOTION/NON-SELECTION	0	6	0	8	6	0	11	8	38	35	15	15	229	52	41
M. REASSIGNMENT	0	0	0	3	2	0	1	0	9	15	8	8	21	10	10
M.1. DENIED	0	0	0	1	0	0	1	0	4	5	3	3	14	5	5
M.2. DIRECTED	0	0	0	2	2	0	0	0	5	10	5	5	7	5	5
N. REASONABLE ACCOMMODATION									10	19	12	12	38	17	16
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1
P. RELIGIOUS ACCOMODATION								1	1	1	1	1	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	1	0	0	0	1	4	2	2	0	0	0
T. TERMINATION	0	0	0	4	3	0	4	3	8	17	11	11	28	14	14
U. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	7	4	0	2	2	21	25	13	13	50	19	18
V. TIME AND ATTENDANCE	0	0	0	3	1	0	1	0	8	16	8	8	9	7	6
W. TRAINING	0	0	0	3	1	0	0	0	6	7	4	4	11	5	5
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. None	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. None	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 2016

**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
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. None	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. None	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
<b>1. COUNSELING SETTLEMENT ALLEGATIONS</b>	0	0	0	51	16	0	17	6	80						
1.1.A. NUMBER OF COUNSELINGS SETTLED	0	0	0	34	12	0	14	6	52						
1.1.B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	34	12	0	14	6	52						
<b>2. COMPLAINT SETTLEMENT ALLEGATIONS</b>	0	18	0	61	31	0	36	20	207						
2.2.A. NUMBER OF COMPLAINTS SETTLED	0	14	0	37	20	0	27	16	123						
2.2.B. NUMBER OF COMPLAINANTS SETTLED WITH	0	9	0	37	20	0	27	11	98						

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 2016

**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	5	0	0	0	2	2			4	1	4	1	11	4	4	23	11	11
B. ASSIGNMENT OF DUTIES	4	10	0	1	5	2			11	3	10	0	20	10	10	54	28	28
C. AWARDS	0	2	0	0	1	1			4	0	0	0	2	1	1	18	8	8
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	5	29	0	2	7	6			19	5	12	0	37	19	19	124	49	49
E.1. DEMOTION	0	2	0	0	0	0			1	0	0	0	2	2	2	2	2	2
E.2. REPRIMAND	1	3	0	1	1	0			3	0	1	0	7	5	5	16	7	7
E.3. SUSPENSION	3	4	0	0	3	3			4	2	2	0	5	4	4	39	12	12
E.4. REMOVAL	1	11	0	1	3	3			8	3	8	0	11	5	5	56	20	20
E.5. DISCIPLINARY WARNING	0	9	0	0	0	0			3	0	1	0	12	7	7	11	8	8
E.6.None	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
E.7.None	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	3	0	2	0	0			2	0	2	0	6	3	3	14	9	9
G. EVALUATION/APPRaisal	2	10	0	0	2	4			9	3	3	0	42	23	23	41	21	21
H. EXAMINATION/TEST	0	1	0	0	0	0			1	0	1	0	4	2	2	2	2	2
I. HARASSMENT	26	57	2	4	28	12			55	12	39	1	163	66	66	352	126	118
I.1. NON-SEXUAL	23	50	2	4	28	12			55	12	39	1	158	71	71	323	121	104
I.2. SEXUAL	3	7	0	0									5	2	2	29	10	10
J. MEDICAL EXAMINATION	0	1	0	0	0	0			1	0	3	0	2	1	1	8	2	2
K. PAY INCLUDING OVERTIME	2	1	0	1	0	1	2	0	2	0	1	0	7	2	2	15	11	8
L. PROMOTION/NON-SELECTION	15	7	0	0	9	9			31	1	9	0	35	15	15	229	52	41
M. REASSIGNMENT	1	6	0	0	0	3			2	1	1	0	15	8	8	21	10	10
M.1. DENIED	0	3	0	0	0	2			0	1	0	0	5	3	3	14	5	5
M.2. DIRECTED	1	3	0	0	0	1			2	0	1	0	10	5	5	7	5	5
N. REASONABLE ACCOMMODATION DISABILITY				0						7	23	0	19	12	12	38	17	16
O. REINSTATEMENT	0	0	0	0	1	0			1	0	0	0	0	0	0	2	1	1
P. RELIGIOUS ACCOMMODATION													1	1	1	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	1	0	0	0	0	1	1	1
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			1	0	1	0	4	2	2	0	0	0
T. TERMINATION	2	7	0	1	3	1			3	2	4	0	17	11	11	28	14	14
U. TERMS/CONDITIONS OF EMPLOYMENT	0	8	0	0	2	4			9	3	5	0	25	13	13	50	19	18
V. TIME AND ATTENDANCE	1	1	0	0	0	2			2	1	2	0	16	8	8	9	7	6
W. TRAINING	0	2	0	0	0	0			4	1	2	0	7	4	4	11	5	5
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1. None	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2. None	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 2016

**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
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3. None	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
X.4. None	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	25	46	2	2	22	11	1	0	68	11	57	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	18	32	2	2	17	7	1	0	49	9	31	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	18	32	2	2	17	7	1	0	49	9	31	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	56	144	0	11	51	51	3	0	141	47	106	2						
2.2A. NUMBER OF COMPLAINTS SETTLED	31	65	0	5	27	24	2	0	78	18	52	2						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	27	62	0	5	24	19	2	0	69	18	50	2						

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

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2016

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

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	1	3	1	1	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	1	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
E.2. REPRIMAND	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.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
E.6. None	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7 None	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	1	1	0	1	1	7	12	7	7	6	4	6	4	4
I.1. NON-SEXUAL	0	0	0	1	1	0	1	1	6	10	5	5	5	4	5	4	4
I.2. SEXUAL									1	2	2	2	1	1	1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	1	2	1	1	2	2	2	2	2
M. REASSIGNMENT	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	1	1	1	1	1	1	1	1
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0	0	0
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	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. None	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

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 2016

**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. None	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. None	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. None	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	1	0	0	1	2	3								
1.1a. Number FADs with Findings	0	0	0	1	0	0	1	1	2								
1.1b. Number Complainants Issued FAD Findings	0	0	0	1	0	0	1	1	2								
2. AJ Decision Findings	0	0	0	0	1	0	0	0	6								
2.2a. Number AJ Decisions With Findings	0	0	0	0	1	0	0	0	6								
3. Final Agency Order Findings Implemented	0	0	0	0	1	0	0	0	6								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	1	0	0	0	6								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	1	0	0	0	6								

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

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2016

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

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED 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	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	1	1	0	3	1	1	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	1	0	0	0	0			0	0	0	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	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	1	0	0	0	0			0	0	0	0	0	0	1	1	1	1	1	1
E.6. None	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6. None	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.7. None	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.7. None	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	7	0	0	1	2			0	1	2	0	12	7	7	6	4	6	4	4
I.1. NON-SEXUAL	1	4	0	0	1	2			0	1	2	0	10	5	5	5	4	5	4	4
I.2. SEXUAL	0	3	0	0	0	0			0	0	0	0	2	2	2	1	1	1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	1	0	0	0	1	0			0	0	1	0	2	1	1	2	2	2	2	2
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	1	1	1	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	1	1	1	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						1	1	0	1	1	1	1	1	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	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1. None	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0

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 2016

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

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE	
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
X.2. None	0	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. None	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. None	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
1. Final Agency Decision Findings	2	4	0	0	1	0	0	0	0	2	3	0									
1.1a. Number FADs with Findings	2	4	0	0	1	0	0	0	0	1	2	0									
1.1b. Number Complainants Issued FAD Findings	2	4	0	0	1	0	0	0	0	1	1	0									
2. AJ Decision Findings	0	4	0	0	0	0	0	0	0	1	2	0									
2.2a. Number AJ Decisions With Findings	0	3	0	0	0	0	0	0	0	1	2	0									
3. Final Agency Order Findings Implemented	0	3	0	0	0	0	0	0	0	1	2	0									
3.3a. # of Final Orders (Fos) With Findings Implemented	0	3	0	0	0	0	0	0	0	1	2	0									
3.3b. # of Complainants issued FOs with Findings Implemented	0	3	0	0	0	0	0	0	0	1	2	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 2016

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

716	A.1. TITLE VII
8	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
279	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
229	A.3. REHABILITATION ACT
4	A.4. EQUAL PAY ACT (EPA)
8	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
1244	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	885	623,357	704.36
A.1. WITHDRAWALS	120	58,292	485.77
A.1.a. NON-ADR WITHDRAWALS	104	55,502	533.67
A.1.b. ADR WITHDRAWALS	16	2,790	174.38
A.2. SETTLEMENTS	248	193,276	779.34
A.2.a. NON-ADR SETTLEMENTS	219	180,527	824.32
A.2.b. ADR SETTLEMENTS	29	12,749	439.62
A.3. FINAL AGENCY ACTIONS	517	371,789	719.13
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	339	176,508	520.67
B.1. FINDING DISCRIMINATION	9	6,510	723.33
B.2. FINDING NO DISCRIMINATION	269	157,423	585.22
B.3. DISMISSAL OF COMPLAINTS	61	12,575	206.15
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	178	195,281	1,097.08
C.1. AJ DECISION FULLY IMPLEMENTED	178	195,281	1,097.08
C.1.a. FINDING DISCRIMINATION	7	12,599	1,799.86
C.1.b. FINDING NO DISCRIMINATION	151	165,989	1,099.26
C.1.c. DISMISSAL OF COMPLAINTS	20	16,693	834.65
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2016

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

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	278	46,238	166.32
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	100	13,286	132.86
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	39	1,911	49.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	61	11,375	186.48
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	87	19,931	229.09
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	9	429	47.67
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	78	19,502	250.03
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	77	9,436	122.55
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	42	1,967	46.83
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	35	7,469	213.40
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	14	3,585	256.07
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	4	167	41.75
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	10	3,418	341.80

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	264	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	174	\$5,580,313.15
B.1. BACK PAY/FRONT PAY	24	\$283,071.09
B.2. LUMP SUM PAYMENT	105	\$1,913,507.32
B.3. COMPENSATORY DAMAGES	50	\$1,210,048.56
B.4. ATTORNEY FEES AND COSTS	79	\$2,173,686.18
D. INTENTIONALLY LEFT BLANK		
B.5. None	0	\$0.00
B.6. None	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	201	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	2	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	2	0
F.2. PROMOTIONS	19	5
F.2.a. RETROACTIVE	19	2
F.2.b. NON-RETROACTIVE	0	3
F.3. EXPUNGEMENTS	17	10
F.4. REASSIGNMENTS	39	43
F.5. REMOVALS RESCINDED	22	13
F.5.a. REINSTATEMENT	4	3
F.5.b. VOLUNTARY RESIGNATION	18	10
F.6. ACCOMMODATIONS	3	0
F.7. TRAINING	15	8
F.8. APOLOGY	1	2
F.9. DISCIPLINARY ACTIONS	26	15
F.9.a. RESCINDED	17	10
F.9.b. MODIFIED	9	5
F.10. PERFORMANCE EVALUATION MODIFIED	10	3
F.11. LEAVE RESTORED	33	17
F.12. NEUTRAL REFERENCE	3	1
F.13.0	0	0
F.13. Other (NM)	0	0
F.13. Copy of Personnel Records	1	1
F.13. None	0	0
F.13.	0	0
F.13. HER Removal of damaging material from a public environment.	18	2
F.14.	0	0
F.14. None	0	0
F.14. Improved Terms/Condition of Employment	0	0
F.14.0	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 2016

**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)	2937	1657058	564.20088		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	32	561	17.53125	84	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	353	39520	111.95467	1794	
A.2. COMPLAINTS PENDING IN INVESTIGATION	624	124148	198.95512	1339	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	1434	1163982	811.70292	3724	570-2016-01096X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	494	328847	665.68218	3860	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	1122	332639	296.47
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	287	66262	230.88
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	154	24464	158.86
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	110	29951	272.28
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	69	18101	262.33
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	41	11850	289.02
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	23	11847	515.09
A.2. AGENCY INVESTIGATION COSTS	\$1,148,200.02		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	835	266377	319.01
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	103	16204	157.32
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	541	146056	269.97
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	196	49207	251.06
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	345	96849	280.72
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	191	104117	545.12
A.4. CONTRACTOR INVESTIGATION COSTS	\$3,186,959.92		\$0.00

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

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2016

**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	2,333	2,229		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	923	886		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,410	1,377		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	688	676		
C.2. ANOTHER FEDERAL AGENCY	188	187		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	163	160		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	2	2		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6. None	0	0		
C.6.PART X'(B22)=0, Mediator: Other	1	1		
C.6.	0	0		
C.6.PART X'(B22)=0, OTHER: MEDIATOR (STATE GOVERNMENT)	2	2		
C.7.	0	0		
C.7. None	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	688	676	37,297	54.21
D.1. MEDIATION	654	642	35,556	54.37
D.2. SETTLEMENT CONFERENCES	3	3	164	54.67
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	31	31	1,577	50.87
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. None	0	0	0	0.00
D.9. N/A	0	0	0	0.00
D.10.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D.10. None	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	1,410	1,377	71,161	50.47
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	158	158	8,924	56.48
E.1.b. NO FORMAL COMPLAINT FILED	555	548	26,901	48.47
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	353	347	18,779	53.20
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	283	281	13,773	48.67
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	61	60	2,784	45.64

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 2016

**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		246	225		
B.2. REJECTED BY COMPLAINANT		154	138		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		92	91		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		49	49		
C.1. INHOUSE		22	22		
C.2. ANOTHER FEDERAL AGENCY		24	24		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		1	1		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		2	2		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.6.None		0	0		
C.7.		0	0		
C.7.None		0	0		
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		49	49	2539	51.82
D.1. MEDIATION		45	45	2403	53.40
D.2. SETTLEMENT CONFERENCES		1	1	33	33.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		3	3	103	34.33
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.None		0	0	0	0.00
D.10.		0	0	0	0.00
D.11.		0	0	0	0.00
D.11.None		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		92	91	4585	49.84
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		29	29	1501	51.76
E.1.b. WITHDRAWAL FROM EEO PROCESS		16	16	817	51.06
E.1.c. NO RESOLUTION		29	29	1394	48.07
E.1.d. NO ADR ATTEMPT		18	18	873	48.50
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		14	14	\$337,524.07	
F.1.a. COMPENSATORY DAMAGES		4	4	\$49,476.67	
F.1.b. BACKPAY/FROTPAY		0	0	\$0.00	
F.1.c. LUMP SUM		8	8	\$110,100.00	
F.1.d. ATTORNEY FEES AND COSTS		8	8	\$177,947.40	
F.1.e. None		0	0	\$0.00	
F.1.e.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		26	26		
F.2.a. HIRES		1	1		
F.2.a.i. RETROACTIVE		1	1		
F.2.a.ii. NON-RETROACTIVE		0	0		
F.2.b. PROMOTIONS		2	2		
F.2.b.i. RETROACTIVE		1	1		
F.2.b.ii. NON-RETROACTIVE		1	1		
F.2.c. EXPUNGEMENTS		4	4		
F.2.d. REASSIGNMENTS		22	17		
F.2.e. REMOVALS RESCINDED		2	2		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		2	2		
F.2.f. ACCOMMODATIONS		0	0		
F.2.g. TRAINING		1	1		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		6	6		
F.2.i.i. RESCINDED		4	4		
F.2.i.ii. MODIFIED		2	2		
F.2.j. PERFORMANCE EVALUATION MODIFIED		0	0		
F.2.k. LEAVE RESTORED		9	9		
F.2.l. NEUTRAL REFERENCE		2	2		
F.2.m. OTHER		0	0		
F.2.m.		0	0		
F.2.m. None		0	0		
F.2.n.		0	0		
F.2.n. None		0	0		

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

**EEO ADR RESOURCES**

<b>A. NO LONGER COLLECTED</b>	
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>	192866
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	15
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	7
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	1
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	6
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	1
	AMOUNT
<b>D. EEO ADR FUNDING SPENT</b>	\$827,497.00

**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

<b>F. EEO ADR PROGRAM INFORMATION</b>	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, 2015 through September 30, 2016 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: 27-10-2016

NAME OF PREPARER: \_\_\_\_\_

TITLE OF PREPARER: \_\_\_\_\_

TELEPHONE NUMBER: \_\_\_\_\_

E-MAIL: \_\_\_\_\_

DATE: \_\_\_\_\_

The FY 2016 Form 462 report must be "Accepted/Finalized" by EEOC by October 31, 2016 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 2016

Form 462 Comments

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

PART IVD

Part I  
HSBC - If 3B. # COMPLAINTS ISSUED FOs WITH FINDINGS IMPLEMENTED, Reprisal > 0, then 3A. # OF FINAL ORDERS (FOs) WITH FINDINGS IMPLEMENTED, Reprisal > 0 | > | 0 | 1 | 0 | 0 | Complainants issued FO's w findings implemented is one. Error in reporting tool.

Part I

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) | 25 | 26 | data reconciled  
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) | 25 | 26 | data reconciled  
HSAA - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 43 | 47 | data reconciled  
HSAA - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 46 | 50 | data reconciled; notice of right to file was issued last day of the FY15; formal complaint filed in FY16  
HSAB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 84 | 86 | Two cases pending forml filing at the end of FY15.  
HSAB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 85 | 87 | Two cases pending forml filing at the end of 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) | 9 | 9 | data is accurate  
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) | 9 | 9 | data is accurate  
HSAC - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 44 | 45 | The difference is due to one USCG case filed formal on October 1, 2015.  
HSAC - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 44 | 45 | The difference is due to one USCG case filed formal on October 1, 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 | 0 | Data is Correct for FY 2016/ FY 2015 was reported incorrectly. FY 2015 should have stated 4  
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 | 0 | 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) | 62 | 57 | 5 additional FY15 informal counselings were received after filing of FY15 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) | 61 | 57 | 5 additional FY15 informal counselings were received after filing of FY15 462 report  
HSBB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 197 | 199 | 2 complaints were issued NRTFs in FY15 and filed formal in FY16  
HSBB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 210 | 213 | 3 complaints were issued NRTFs in Fy15 and filed formal in FY16  
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) | 184 | 187 | difference due to data reconciliation and duplicate complaints  
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) | 182 | 185 | difference due to data reconciliation and duplicate complaints  
HSBC - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 447 | 481 | 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 | 457 | 491 | Difference due to the completion of 34 counselings near the end of FY15 wherein a formal complaint was filed in FY16  
HSBD - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 284 | 295 | CBP had 12 FY 15 precomplaint carryover complaints filed formal in FY16  
HSBD - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 296 | 309 | CBP had 14 FY 15 precomplaint carryover complaints filed formal in FY16  
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) | 2 | 2 | data is accurate  
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) | 2 | 2 | data is accurate  
HSBE - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 7 | 7 | data is accurate  
HSBE - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 7 | 7 | data is accurate  
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) | 15 | 14 | The inconsistency between the 15 cases being reported in FY 16 and the 14 reported in FY 15 are due to the reconciliation of cases in iComplaints.  
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) | 15 | 14 | The inconsistency between the 15 cases being reported in FY 16 and the 14 reported in FY 15 are due to the reconciliation of cases in iComplaints.  
HSCB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 79 | 82 | The difference is in the 3 counselings that ended in FY 2015 but were filed in FY 2016.  
HSCB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 79 | 82 | The difference is in the 3 counselings that ended in FY 2015 but weere filed in FY 2016.

Part II  
HSAA - 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) | 96 | 93 | data reconciled  
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) | 160 | 162 | Two cases closed in the prior fiscal year; closure documents were not received before fiscal year 2015 was completed.  
HSAC - 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) | 52 | 53 | The difference is due to USCG returning two conflict of interest cases back to their DHS components and one USCG case filed formal on October 1, 2015.  
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) | 46 | 0 | Data is correct for FY 2016/ FY 2015 was reported incorrectly. FY 2015 should have stated 46  
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) | 424 | 430 | 6 complaints were closed in previous fiscal years  
HSBC - 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) | 1059 | 1059 | Data reconciled. Previous reporting included a hearing closed due to settlement in a previous year

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 2016

### Form 462 Comments

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

Part II	<p>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)   388   392   The FY 2015 462 report indicates 392 on-hand at the end of the reporting period. After completion of the FY2015 462, four (4) closures with FY 2015 dates were received. The correct number of complaints on-hand at the end of the FY 2015 reporting should be 388.</p> <p>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)   8   8   Data was reconciled during the FY; Starting number in FY16 is 8</p> <p>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)   261   259   The inconsistency between the 261 cases being reported in FY 16 and the 259 reported in FY 15 are due to the reconciliation of cases in iComplaints.</p>
PART VI	<p>HSAC - D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION, TOTAL DAYS   Not empty   N/A   327     FAD issuance was delayed due to limited resources</p>
Part X	
	<p>HSBD - If C.4&gt;0, then comment required   N/A   N/A   2   0   An in house mediator in conjunction with a CBP from an outside agency completed this mediation</p>
PART XI	
	<p>HSAC - B4 -- Total Accepted Into ADR - Complaints   &gt;=   C4   12   1   FEB Shared Neutrals and In-House Mediators</p> <p>HSAC - D1 -- Mediation - Average Days   between   0 and 100   115.75   100   The parties did not agree to hold the sessions until after the ROI was issued.</p> <p>HSAC - E1a -- Settlements with Benefits (Monetary &amp; Non-monetary) - Average Days   between   0 and 100   144.333333333333   100   The parties did not agree to hold the sessions until after the ROI was issued.</p>
Part XI	
	<p>HSAC - If C.4&gt;0, then comment required   N/A   N/A   1   0   FEB Shared Neutrals and In-House Mediators</p> <p>HSBD - If C.4&gt;0, then comment required   N/A   N/A   1   0   Mediators from multiple outside agencies completed this mediation</p>
PART XII	
	<p>HSAC - C1 -- In House Staff Resources Available for ADR (Full Time)   &lt;=   10   2   10   ADR manager and ADR specialist are two employees that only manage USCG ADR program full-time</p> <p>HSAD - C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS), N/A   Not empty   N/A   1     The contract company is ADR Vantage</p> <p>HSBC - B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR, N/A   &gt;   0   60287   0   N/A</p>
Part XII	
	<p>HSAB - C -- In House Staff Resources Available for ADR (Total)   &gt;   0   1   0   USCIS has one ADR manager who manages the EEO ADR program.</p>