

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 2017

**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>	2,517	2,371
C.1. COUNSELED WITHIN 30 DAYS	1,003	967
C.2. COUNSELED WITHIN 31 TO 90 DAYS	1,437	1,387
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	343	338
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1,041	1,013
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	53	52
C.3. COUNSELED BEYOND 90 DAYS	77	76
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	360	357
D.2. INITIATED DURING THE REPORTING PERIOD	2,491	2,364
D.3. COMPLETED/ENDED COUNSELINGS	2,517	2,371
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	161	159
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	1,108	1,064
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1,174	1,146
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	74	74
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	334	333

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

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

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

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	15	15
F.1. HIRES	1	1
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	1	1
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	4	4
F.4. REASSIGNMENTS	5	5
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 REMOVALS RESCINDED	1	1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	2	2
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	2	2
F.9.a. RESCINDED	2	2
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	2	2
F.11. LEAVE RESTORED	2	2
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.14.	0	0

**G. ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	20	20	\$94,527.77
G.1. COMPENSATORY DAMAGES	3	3	\$14,800.00
G.2. BACKPAY/FRONTPAY	1	1	\$702.77
G.3. LUMP SUM PAYMENT	10	10	\$61,675.00
G.4. ATTORNEY FEES AND COSTS	7	7	\$17,350.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00

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

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	139	137
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	4	4
H.2.a. RETROACTIVE	1	1
H.2.b. NON-RETROACTIVE	3	3
H.3. EXPUNGEMENTS	20	20
H.4. REASSIGNMENTS	59	59
H.5. REMOVALS RESCINDED	15	15
H.5.a. REINSTATEMENT	2	2
H.5.b. VOLUNTARY RESIGNATION	13	13
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	21	21
H.8. APOLOGY	3	3
H.9. DISCIPLINARY ACTIONS	26	21
H.9.a. RESCINDED	16	15
H.9.b. MODIFIED	10	8
H.10. PERFORMANCE EVALUATION MODIFIED	10	10
H.11. LEAVE RESTORED	14	12
H.12. NEUTRAL REFERENCE	4	4
H.13.	0	0
H.13. IMPROVED TERMS AND CONDITIONS	10	10
H.14.	0	0

**I. NON-ADR SETTLEMENTS**

	COUNSELING	INDIVIDUALS
TOTAL	15	15

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**PART II - FORMAL COMPLAINT ACTIVITIES**

2,891	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1,245	B. COMPLAINTS FILED
12	C. REMANDS (sum of lines C1+C2+C3)
7	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
1	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
4,143	D. TOTAL COMPLAINTS
4,013	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
961	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
130	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
22	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
3,164	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1,176	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
60	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	197,593			
A.1.b. PERMANENT EMPLOYEES	165,508			
<b>A.2. COUNSELOR</b>	154		8	
A.2.a. FULL-TIME	71	46.10	8	100.00
A.2.b. PART-TIME	36	23.38	0	0.00
A.2.c. COLLATERAL DUTY	47	30.52	0	0.00
<b>A.3. INVESTIGATOR</b>	25		90	
A.3.a. FULL-TIME	24	96.00	90	100.00
A.3.b. PART-TIME	1	4.00	0	0.00
A.3.c. COLLATERAL DUTY	0	0.00	0	0.00
<b>A.4. COUNSELOR/INVESTIGATOR</b>	0		15	
A.4.a. FULL-TIME	0	0.00	15	100.00
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>B.1. NEW STAFF (NS) - TOTAL</b>	12	0	5	4	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	12	0	5	4	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>B.2. EXPERIENCED STAFF (ES) - TOTAL</b>	142	8	20	86	0	15
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	142	9	20	36	0	15
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	50	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 Cameron Quinn	
	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 Cameron Quinn	
	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	0	2	0	14	6	0	11	4	26	158	84	83
B. ASSIGNMENT OF DUTIES	0	4	0	35	13	0	16	3	65	283	126	125
C. AWARDS	0	0	0	6	2	0	6	0	16	66	23	22
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	1	1	1	1
E. DISCIPLINARY ACTION	1	8	0	105	20	3	67	8	273	738	304	302
E.1. DEMOTION	0	3	0	46	8	2	31	4	121	224	11	11
E.2. REPRIMAND	0	2	0	17	4	1	10	1	44	154	74	74
E.3. SUSPENSION	0	2	0	24	4	0	16	1	55	181	82	80
E.4. REMOVAL	0	0	0	9	2	0	6	0	26	83	36	36
E.5. DISCIPLINARY WARNING	1	1	0	9	2	0	4	2	27	96	47	47
E.6	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
F. DUTY HOURS	0	0	0	4	3	0	2	4	11	52	24	24
G. PERF. EVAL./APPRAISAL	0	4	0	38	13	1	34	6	81	348	136	134
H. EXAMINATION/TEST	0	0	0	2	1	0	1	0	3	16	7	7
I. HARASSMENT	3	19	0	96	38	3	71	23	305	1,185	544	534
I.1. NON-SEXUAL	3	19	0	96	38	3	71	23	296	1,138	502	492
I.2. SEXUAL									9	47	42	42
J. MEDICAL EXAMINATION	0	1	0	0	2	0	1	1	8	30	15	9
K. PAY INCLUDING OVERTIME	0	5	0	8	4	1	6	2	23	146	61	61
L. PROMOTION/NON-SELECTION	1	10	0	67	23	0	55	16	126	623	280	272
M. REASSIGNMENT	1	5	2	19	5	0	7	3	45	188	79	79
M.1. DENIED	1	1	2	7	2	0	4	1	14	67	29	29
M.2. DIRECTED	0	4	0	12	3	0	3	2	31	121	50	50
N. REASONABLE ACCOMMODATION									43	150	95	94
O. REINSTATEMENT	0	1	0	0	0	0	0	0	1	6	2	2
P. RELIGIOUS ACCOMODATION								8	2	10	8	8
Q. RETIREMENT	0	0	0	0	0	0	0	0	4	14	6	6
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	5	0	0	3	2	6	42	18	18
T. TERMINATION	0	2	0	21	7	1	8	9	33	202	105	103
U. TERMS/CONDITIONS OF EMPLOYMENT	1	6	0	32	10	1	21	6	90	368	158	156
V. TIME AND ATTENDANCE	1	3	0	12	10	0	13	5	59	228	92	91
W. TRAINING	0	3	0	14	5	0	8	1	31	125	54	53
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	2	2
X.1.	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.	0	0	0	0	0	0	0	0	0	0	0	0
X.4. Workforce Transformation	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 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.4.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	8	73	2	478	162	10	330	101	1,252			
TOTAL ALL COMPLAINTS FILED BY BASES	7	28	2	261	87	6	181	57	596			
TOTAL ALL COMPLAINANTS BY BASES	7	22	2	257	84	5	170	50	471			

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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	9	3	1	5	5			19	20	25	1	158	84	83
B. ASSIGNMENT OF DUTIES	16	40	0	3	6	10			40	9	23	0	283	126	125
C. AWARDS	1	7	0	0	4	0			13	3	8	0	66	23	22
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	1	1	1
E. DISCIPLINARY ACTION	23	61	2	2	21	14			56	23	51	0	738	304	302
E.1. DEMOTION	1	3	0	0	2	1			1	0	1	0	224	11	11
E.2. REPRIMAND	4	24	1	1	8	5			16	4	12	0	154	74	74
E.3. SUSPENSION	10	16	0	0	6	3			20	6	18	0	181	82	80
E.4. REMOVAL	2	6	1	0	1	2			8	7	13	0	83	36	36
E.5. DISCIPLINARY WARNING	6	12	0	1	4	3			11	6	7	0	96	47	47
E.6.	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
F. DUTY HOURS	0	12	0	0	4	0			4	4	4	0	52	24	24
G. EVALUATION/APPRaisal	21	40	0	0	13	11			49	12	25	0	348	136	134
H. EXAMINATION/TEST	2	0	0	0	1	1			5	0	0	0	16	7	7
I. HARASSMENT	60	171	5	5	61	31			129	49	115	1	1,185	544	534
I.1. NON-SEXUAL	56	138	4	5	61	31			129	49	115	1	1,138	502	492
I.2. SEXUAL	4	33	1	0									47	42	42
J. MEDICAL EXAMINATION	0	2	0	0	1	2			1	5	6	0	30	15	9
K. PAY INCLUDING OVERTIME	11	18	0	0	5	6	1	7	27	6	16	0	146	61	61
L. PROMOTION/NON-SELECTION	26	49	1	1	35	22			138	17	36	0	623	280	272
M. REASSIGNMENT	11	23	0	1	9	9			28	7	13	0	188	79	79
M.1. DENIED	3	8	0	1	1	3			11	4	4	0	67	29	29
M.2. DIRECTED	8	15	0	0	8	6			17	3	9	0	121	50	50
N. REASONABLE ACCOMMODATION DISABILITY				0						24	82	1	150	95	94
O. REINSTATEMENT	1	0	0	0	0	0			1	1	1	0	6	2	2
P. RELIGIOUS ACCOMMODATION													10	8	8
Q. RETIREMENT	0	1	0	0	1	0			3	2	3	0	14	6	6
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	1	8	0	0	1	2			5	3	6	0	42	18	18
T. TERMINATION	8	25	1	3	3	10			19	19	31	2	202	105	103
U. TERMS/CONDITIONS OF EMPLOYMENT	17	37	7	1	14	15			43	23	44	0	368	158	156
V. TIME AND ATTENDANCE	12	29	0	0	11	6			25	14	28	0	228	92	91
W. TRAINING	7	13	1	0	7	4			17	5	9	0	125	54	53
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	2	2
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				
X.4. Workforce Transformation	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	224	545	20	17	202	148	1	7	622	246	526	5			
TOTAL ALL COMPLAINTS FILED BY BASES	161	304	11	12	132	75	1	7	386	142	282	4			
TOTAL ALL COMPLAINANTS BY BASES	137	299	11	12	131	69	1	7	371	140	278	4			

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

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	BASES OF ALLEGED DISCRIMINATION IN SETELEMETS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	4	3	0	1	1	3	9	7	7	27	8	7
B. ASSIGNMENT OF DUTIES	1	1	0	8	8	0	4	1	17	29	14	14	61	25	25
C. AWARDS	0	0	0	1	1	0	0	0	3	4	3	3	0	0	0
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	0	0	16	0	0	5	1	37	44	31	30	64	29	29
E.1. DEMOTION	0	0	0	1	0	0	0	0	2	0	0	0	6	3	3
E.2. REPRIMAND	0	0	0	3	0	0	1	1	13	12	10	10	22	9	9
E.3. SUSPENSION	0	0	0	6	0	0	2	0	10	7	5	5	21	10	10
E.4. REMOVAL	0	0	0	3	0	0	1	0	4	6	4	4	10	4	4
E.5. DISCIPLINARY WARNING	0	0	0	3	0	0	1	0	8	19	12	11	5	2	2
E.6. not applicable	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7 not applicable	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	1	0	0	0	0	2	2	3	0	0	0	18	5	5
G. PERF. EVAL./APPRAISAL	0	2	0	6	2	0	4	2	13	41	13	13	35	13	14
H. EXAMINATION/TEST	0	0	0	1	0	0	0	0	1	1	1	1	6	4	4
I. HARASSMENT	0	4	0	23	13	0	10	2	92	146	60	55	228	88	82
I.1. NON-SEXUAL	0	4	0	23	13	0	10	2	88	140	63	63	220	83	77
I.2. SEXUAL									4	6	5	5	8	5	5
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	4	5	4	4	7	4	4
L. PROMOTION/NON-SELECTION	0	4	0	18	2	0	9	4	27	48	21	21	145	39	37
M. REASSIGNMENT	0	1	0	4	3	0	3	0	8	17	6	6	17	7	7
M.1. DENIED	0	1	0	2	1	0	2	0	6	6	4	4	14	6	6
M.2. DIRECTED	0	0	0	2	2	0	1	0	2	11	3	3	3	1	1
N. REASONABLE ACCOMMODATION									10	23	14	14	24	15	14
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0
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	1	0	0	2	2	0	0	0	4	13	7	7	13	4	4
T. TERMINATION	0	0	0	3	0	1	2	2	5	19	12	12	18	8	8
U. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	4	2	0	3	1	15	22	14	14	58	16	16
V. TIME AND ATTENDANCE	0	0	0	3	0	0	0	0	7	12	5	5	31	7	7
W. TRAINING	1	0	0	3	1	0	0	0	4	7	4	4	8	4	4
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. not applicable	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 2017

**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.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. not applicable	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
X.3. not applicable	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.4. not applicable	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	3	7	0	40	13	1	13	8	83						
1.1A. NUMBER OF COUNSELINGS SETTLED	1	6	0	26	9	1	10	6	52						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	1	6	0	26	9	1	10	6	52						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	7	0	56	24	0	30	8	170						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	4	0	37	15	0	21	4	108						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	3	0	35	13	0	20	4	96						



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 2017

**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 SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	1	4	0	1	1	0			5	3	2	1	9	7	7	27	8	7
B. ASSIGNMENT OF DUTIES	3	11	0	2	4	4			9	3	10	0	29	14	14	61	25	25
C. AWARDS	0	0	0	0	0	0			0	0	0	0	4	3	3	0	0	0
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	3	16	0	0	4	2			8	3	9	0	44	31	30	64	29	29
E.1. DEMOTION	0	2	0	0	1	0			0	1	0	0	0	0	0	6	3	3
E.2. REPRIMAND	1	5	0	0	1	1			1	1	5	0	12	10	10	22	9	9
E.3. SUSPENSION	0	4	0	0	1	0			3	0	1	0	7	5	5	21	10	10
E.4. REMOVAL	2	0	0	0	1	0			1	1	1	0	6	4	4	10	4	4
E.5. DISCIPLINARY WARNING	0	5	0	0	0	1			3	0	2	0	19	12	11	5	2	2
E.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
E.6. not applicable	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
E.7 not applicable	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	2			0	1	2	0	0	0	0	18	5	5
G. EVALUATION/APPRaisal	1	8	0	0	1	4			9	3	7	0	41	13	13	35	13	14
H. EXAMINATION/TEST	0	1	0	0	1	0			1	0	0	0	1	1	1	6	4	4
I. HARASSMENT	6	48	1	6	7	8			36	17	34	1	146	60	55	228	88	82
I.1. NON-SEXUAL	6	41	1	6	7	8			36	17	34	1	140	63	63	220	83	77
I.2. SEXUAL	0	7	0	0									6	5	5	8	5	5
J. MEDICAL EXAMINATION	0	1	0	0	0	0			0	0	0	0	0	0	0	1	1	1
K. PAY INCLUDING OVERTIME	0	4	0	1	0	0	0	0	1	0	1	0	5	4	4	7	4	4
L. PROMOTION/NON-SELECTION	8	14	0	0	7	4			27	5	14	0	48	21	21	145	39	37
M. REASSIGNMENT	1	5	0	0	1	2			4	0	1	1	17	6	6	17	7	7
M.1. DENIED	0	4	0	0	1	1			1	0	0	1	6	4	4	14	6	6
M.2. DIRECTED	1	1	0	0	0	1			3	0	1	0	11	3	3	3	1	1
N. REASONABLE ACCOMMODATION DISABILITY				1									23	14	14	24	15	14
O. REINSTATEMENT	0	0	0	0	0	0			0	0	1	0	0	0	0	1	1	1
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0
Q. RETIREMENT	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	1	2	0	3	1	0			4	0	2	0	13	7	7	13	4	4
T. TERMINATION	6	3	0	0	0	1			3	3	8	0	19	12	12	18	8	8
U. TERMS/CONDITIONS OF EMPLOYMENT	2	9	0	0	1	2			6	3	13	0	22	14	14	58	16	16
V. TIME AND ATTENDANCE	1	3	0	0	0	0			2	3	4	0	12	5	5	31	7	7
W. TRAINING	0	1	0	1	1	0			1	0	2	0	7	4	4	8	4	4
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

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 2017

**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 SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
X.1. not applicable	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
X.2. not applicable	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3. not applicable	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.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4. not applicable	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	15	63	0	3	9	21	0	0	55	35	72	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	14	43	0	3	6	11	0	0	38	20	37	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	14	43	0	3	6	11	0	0	38	20	37	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	31	84	1	16	26	11	0	0	97	43	84	3						
2.2A. NUMBER OF COMPLAINTS SETTLED	14	40	1	8	13	8	0	0	46	12	39	2						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	14	40	1	7	13	6	0	0	40	12	36	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 2017

**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	2	7	3	3	2	1	2	1	1
C. AWARDS	0	0	0	0	0	0	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	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
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	1	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	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
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	2	2	1	1	0	0	0	0	0
I. HARASSMENT	0	0	0	1	0	0	0	1	7	9	5	4	2	1	2	1	1
I.1. NON-SEXUAL	0	0	0	1	0	0	0	1	7	9	5	3	2	1	2	1	1
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	2	1	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	1	0	0	1	0	0	0	2	2	2	2	2
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	1	4	4	3	3	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	2	1	2	1	1
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.2.	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

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 2017

**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											
1. Final Agency Decision Findings	0	0	0	1	0	0	0	0	6								
1.1a. Number FADs with Findings	0	0	0	1	0	0	0	0	4								
1.1b. Number Complainants Issued FAD Findings	0	0	0	1	0	0	0	0	4								
2. AJ Decision Findings	0	0	0	0	0	1	0	0	3								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	1	0	0	2								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	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 2017

**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	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	2	0	0	1	0			3	0	1	0	7	3	3	2	1	2	1	1
C. AWARDS	0	0	0	0	0	0			0	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	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			1	0	0	0	0	0	0	0	0	0	0	0
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			1	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	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
E.7.	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	1	0	0	0	0			0	0	1	0	2	1	1	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			1	1	1	0	9	5	4	2	1	2	1	1
I.1. NON-SEXUAL	0	0	0	0	0	0			1	1	1	0	9	5	3	2	1	2	1	1
I.2. SEXUAL	0	0	0	0									0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			1	0	1	0	0	0	0	2	1	2	1	1
K. PAY INCLUDING OVERTIME	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			0	0	0	0	0	0	0	2	2	2	2	2
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	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			1	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	1	0	0	0	0	0			0	0	1	0	4	3	3	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			1	0	1	0	0	0	0	2	1	2	1	1
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.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
X.4.	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 2017

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

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1. Final Agency Decision Findings	1	3	0	0	1	0	0	0	2	0	5	0								
1.1a. Number FADs with Findings	1	3	0	0	1	0	0	0	2	0	5	0								
1.1b. Number Complainants Issued FAD Findings	1	3	0	0	1	0	0	0	2	0	5	0								
2. AJ Decision Findings	1	0	0	0	0	0	0	0	5	0	4	0								
2.2a. Number AJ Decisions With Findings	1	0	0	0	0	0	0	0	1	0	1	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	5	0	1	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	1	0	1	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	1	0	1	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 2017

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

835	A.1. TITLE VII
14	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
287	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
249	A.3. REHABILITATION ACT
6	A.4. EQUAL PAY ACT (EPA)
4	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
1395	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	972	664,476	683.62
A.1. WITHDRAWALS	104	40,707	391.41
A.1.a. NON-ADR WITHDRAWALS	96	39,446	410.90
A.1.b. ADR WITHDRAWALS	8	1,261	157.62
A.2. SETTLEMENTS	170	129,173	759.84
A.2.a. NON-ADR SETTLEMENTS	143	123,595	864.30
A.2.b. ADR SETTLEMENTS	27	5,578	206.59
A.3. FINAL AGENCY ACTIONS	698	494,596	708.59
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	516	275,442	533.80
B.1. FINDING DISCRIMINATION	10	12,519	1,251.90
B.2. FINDING NO DISCRIMINATION	395	239,557	606.47
B.3. DISMISSAL OF COMPLAINTS	111	23,366	210.50
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	182	219,154	1,204.14
C.1. AJ DECISION FULLY IMPLEMENTED	180	216,765	1,204.25
C.1.a. FINDING DISCRIMINATION	3	3,096	1,032.00
C.1.b. FINDING NO DISCRIMINATION	163	201,604	1,236.83
C.1.c. DISMISSAL OF COMPLAINTS	14	12,065	861.79
C.2. AJ DECISION NOT FULLY IMPLEMENTED	2	2,389	1,194.50
C.2.a. FINDING DISCRIMINATION	1	1,570	1,570.00
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	1	1,570	1,570.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	1	819	819.00

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 2017

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

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	405	83,923	207.22
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	174	27,348	157.17
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	64	3,647	56.98
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	110	23,701	215.46
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	141	38,596	273.73
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	10	527	52.70
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	131	38,069	290.60
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	81	15,522	191.63
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	30	1,403	46.77
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	51	14,119	276.84
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	9	2,457	273.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	1	60	60.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	8	2,397	299.62

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	183	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	122	\$2,603,976.41
B.1. BACK PAY/FRONT PAY	8	\$2,182.07
B.2. LUMP SUM PAYMENT	70	\$1,270,572.65
B.3. COMPENSATORY DAMAGES	23	\$590,534.85
B.4. ATTORNEY FEES AND COSTS	45	\$740,686.84
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	131	
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	8	3
F.2.a. RETROACTIVE	5	1
F.2.b. NON-RETROACTIVE	3	2
F.3. EXPUNGEMENTS	13	6
F.4. REASSIGNMENTS	22	35
F.5. REMOVALS RESCINDED	6	6
F.5.a. REINSTATEMENT	0	1
F.5.b. VOLUNTARY RESIGNATION	6	5
F.6. ACCOMMODATIONS	1	1
F.7. TRAINING	9	8
F.8. APOLOGY	1	1
F.9. DISCIPLINARY ACTIONS	19	6
F.9.a. RESCINDED	6	2
F.9.b. MODIFIED	13	4
F.10. PERFORMANCE EVALUATION MODIFIED	8	2
F.11. LEAVE RESTORED	15	15
F.12. NEUTRAL REFERENCE	1	3
F.13.	0	0
F.14.	0	0
F.14.0	0	0
F.14. 1	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 2017

**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)	3164	1979022	625.48102		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	5	71	14.2	36	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	229	22949	100.21397	1954	
A.2. COMPLAINTS PENDING IN INVESTIGATION	666	156932	235.63362	1604	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	1833	1517137	827.67975	4089	570-2016-00366X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	431	281933	654.13685	4225	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	1135	269708	237.63
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	337	77801	230.86
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	164	24117	147.05
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	149	40976	275.01
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	130	35455	272.73
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	19	5521	290.58
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	24	12708	529.50
A.2. AGENCY INVESTIGATION COSTS	\$947,834.64		\$2,812.57
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	798	191907	240.48
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	306	43037	140.64
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	419	106800	254.89
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	212	52332	246.85
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	207	54468	263.13
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	73	42070	576.30
A.4. CONTRACTOR INVESTIGATION COSTS	\$1,788,979.50		\$2,241.83

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 2017

**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	2,156	2,040		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	917	878		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,239	1,177		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS		
C.1. INHOUSE	238	234		
C.2. ANOTHER FEDERAL AGENCY	186	181		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	178	178		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	41	41		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	643	635	32,702	50.86
D.1. MEDIATION	605	597	30,995	51.23
D.2. SETTLEMENT CONFERENCES	1	1	13	13.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	35	35	1,587	45.34
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)	2	2	107	53.50
D.9.	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
E.1. TOTAL CLOSED	1,239	1,177	61,208	49.40
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	146	144	7,696	52.71
E.1.b. NO FORMAL COMPLAINT FILED	498	490	22,812	45.81
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	337	333	17,530	52.02
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	220	214	11,283	51.29
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	38	38	1,887	49.66

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 2017

**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		231	217		
B.2. REJECTED BY COMPLAINANT		145	137		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		86	83		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		49	47		
C.1. INHOUSE		16	15		
C.2. ANOTHER FEDERAL AGENCY		8	8		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		9	9		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		16	16		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		49	47	DAYS	AVERAGE DAYS
D.1. MEDIATION		47	45	1952	41.53
D.2. SETTLEMENT CONFERENCES		1	1	5	5.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		1	1	55	55.00
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.11.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		86	83	3087	35.90
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		27	27	1152	42.67
E.1.b. WITHDRAWAL FROM EEO PROCESS		8	8	165	20.62
E.1.c. NO RESOLUTION		29	27	1037	35.76
E.1.d. NO ADR ATTEMPT		22	22	733	33.32
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		11	11	\$38,524.87	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY		2	2	\$1,299.51	
F.1.c. LUMP SUM		8	8	\$19,075.00	
F.1.d. ATTORNEY FEES AND COSTS		3	3	\$18,150.36	
F.1.e.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		25	25		
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		2	2		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		2	2		
F.2.c. EXPUNGEMENTS		3	3		
F.2.d. REASSIGNMENTS		11	11		
F.2.e. REMOVALS RESCINDED		1	1		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		1	1		
F.2.f. ACCOMMODATIONS		1	1		
F.2.g. TRAINING		6	6		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		6	6		
F.2.i.i. RESCINDED		2	2		
F.2.i.ii. MODIFIED		4	4		
F.2.j. PERFORMANCE EVALUATION MODIFIED		1	1		
F.2.k. LEAVE RESTORED		8	5		
F.2.l. NEUTRAL REFERENCE		2	1		
F.2.m.		0	0		
F.2.n.		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>	197593
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	14
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)	7
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
<b>D. EEO ADR FUNDING SPENT</b>	\$659,159.32
<b>E. EEO ADR VVVCONTACT INFORMATION</b>	
E.2. TITLE	ADR Manager
E.4. EMAIL	nicole.swann@hq.dhs.gov
E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Nicole Swann
E.3. TELEPHONE NUMBER	(202) 357-1252

<b>F. EEO ADR PROGRAM INFORMATION</b>		
F.1a. If yes, is there a written policy requiring the participation?	YES X	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, 2016 through September 30, 2017 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:	27-10-2017
NAME OF PREPARER:	
TITLE OF PREPARER:	
TELEPHONE NUMBER:	
E-MAIL:	
DATE:	

The FY 2017 Form 462 report must be "Accepted/Finalized" by EEOC by October 31, 2017 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 2017

### Form 462 Comments

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

**PART IVD**

Part I  
HSCB - If 3.3B. # COMPLAINANTS ISSUED FOs WITH FINDINGS IMPLEMENTED, Reprisal > 0, then 3.3A. # OF FINAL ORDERS (FOs) WITH FINDINGS IMPLEMENTED, Reprisal > 0 | > | 0 | 0 | 0 | This value is correct in the form and should not show an error

**PART I**  
HSAA - D.1. On Hand at the Beginning of the Reporting Period, Counselings + D.2. Initiated During the Reporting Period, Counselings | = | D.3. Completed/Ended Counselings, Counselings + D.4. Counselings Pending at the End of the Reporting Period, Counselings | 83 | 83 | data reconciliation was conducted  
HSAA - D3b -- Withdrawal/No Complaint Filed | >= | Part X. E.1.b | 21 | 5 | data reconciliation was conducted  
HSAB - C -- Total Completed/Ended Counselings | >= | Part X. E.1 Total Closed, Counselings | 175 | 104 | 5 complaints filed in FY2017 were contacts prior to FY2016 462 report but became pre-complaints after FY2016 462 report  
HSAB - C -- Total Completed/Ended Counselings - Individuals | = | D3 Completed Ended Counselings, Individuals | 172 | 172 | 5 complaints filed in FY2017 were contacts prior to FY2016 462 report but became pre-complaints after FY2016 462 report  
HSAB - Description for H.13 | != | modified without adding explanatory comment | | | Terms and Conditions  
HSBB - C -- Total Completed/Ended Counselings | >= | Part X. E.1 Total Closed, Counselings | 309 | 183 | 10 additional FY16 informal counselings were received after filing of FY16 462 report  
HSBB - C -- Total Completed/Ended Counselings - Individuals | = | D3 Completed Ended Counselings, Individuals | 284 | 284 | 10 additional FY16 informal counselings were received after filing of FY16 462 report  
HSBB - D.1. On Hand At The Beginning Of The Reporting Period Individuals | <= | D.1. On Hand At The Beginning Of The Reporting Period Counselings | 39 | 42 | 10 additional FY16 informal counselings were received after filing of FY16 462 report  
HSBC - Description for E.5 | != | modified without adding explanatory comment | 5 | | No user defined field  
HSBC - Description for E.6 | != | modified without adding explanatory comment | 6 | | No user defined field  
HSBC - Description for H.13 | != | modified without adding explanatory comment | 13 | | User defined field  
HSBC - Description for H.14 | != | modified without adding explanatory comment | 14 | | User defined field  
HSCB - Description for F.13 | != | modified without adding explanatory comment | 13 | | Discussion of Chain of Command with Complainant  
HSCB - Description for F.14 | != | modified without adding explanatory comment | 14 | | One of the areas FEMA has previously had settlements for was "Improved Terms/Conditions of Employment". However, there were none this FY  
HSCB - Description for H.13 | != | modified without adding explanatory comment | 13 | | Nothing has been modified, should not be an error  
HSCB - Description for H.14 | != | modified without adding explanatory comment | 14 | | Nothing has been modified, should not be an error  
HSCB - If F.14 Description has been modified, then F.14, Counselings + F.14, Individuals | > | 0 | 0 | 0 | This value is correct in the form and should not reflect an error

**Part I**  
HSAB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II.J | 83 | 88 | 5 complaints filed in FY2017 were complaints that were leftover from the 15 day formal complaint filing period for 5 FY2016 complaints.  
HSBD - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II.J | 243 | 261 | data scrubbed for accuracy  
HSCB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II.J | 71 | 78 | The 7 cases here were closed on the last day of FY16 and therefore filed within the first 2 weeks of FY17

**PART III**  
HSBB - B2 -- Experienced Staff - Total (Investigator Agency) | <= | B2a (Investigator Agency) + B2b (Investigator Agency) + B2c (Investigator Agency) | 0 | 0 | In FY 17 (23) investigations were completed that were carry overs from FY 16 when agency used collateral investigators

**PART VII**  
HSAB - Description for F.13 | != | modified without adding explanatory comment | 13 | | improved terms and conditions  
HSAB - Description for F.14 | != | modified without adding explanatory comment | 14 | | processes and proof provided (copy of paperwork)  
HSBC - Description for F.13 | != | modified without adding explanatory comment | 13 | | User defined field  
HSBC - Description for F.14 | != | modified without adding explanatory comment | 14 | | User defined field  
HSCB - Description for F.13 | != | modified without adding explanatory comment | 13 | | This is the title of the benefit in iComplaints  
HSCB - Description for F.14 | != | modified without adding explanatory comment | 14 | | This is the title of the benefit in iComplaints

**PART VIII**  
HSBC - A.3. COMPLAINTS PENDING IN HEARINGS, OLDEST CASE EEOC HEARING # | Empty or In Format | ###-YYYY-####X | | | Oldest Case #entered (480-2013-00078X)

**Part VIII**  
HSCB - A -- Total | = | Part II.I | 292 | 292 | 2 cases are conflict cases that are assigned to another component

**PART X**  
HSAB - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 6 | 0 | c0-mediators used on 6 cases  
HSAB - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COUNSELINGS | > | 0 | 6 | 0 | co-mediators used  
HSBB - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 8 | 0 | different mediators used  
HSBB - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COUNSELINGS | > | 0 | 8 | 0 | different mediators used  
HSBC - Description for C.6 | != | modified without adding explanatory comment | | | OMBUDSMAN comment added  
HSBD - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 26 | 0 | These cases involved a combination of In-house mediators and mediators from other sources  
HSBD - D.8 Multiple Techniques Used,COUNSELINGS | = | 0 | 2 | 0 | This case include mediation and a settlement conference  
HSBD - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COUNSELINGS | > | 0 | 26 | 0 | These cases involved a combination of In-house mediators and mediators from other sources  
HSBD - If D.8 MULTIPLE TECHNIQUES USED (Please specify in a comment box), COUNSELINGS | > | 0 | 2 | 0 | This case include mediation and a settlement conference

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PART X

HSBE - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 1 | 0 | different mediators were used

HSBE - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COUNSELINGS | > | 0 | 1 | 0 | Used mediators from 2 components

PART XI

HSAC - IF Part XI E.1.a Settlements with Benefits, COMPLAINTS < Part VII 7.B Total Closures with Monetary Benefits to Complainant, AMOUNT THEN Part VII.B Total Closures with Monetary Benefits to Complainant, AMOUNT  
| != | F.1 Monetary totals, AMOUNT | 42171.07 | 0 | accurate amount listed

HSBB - C.4 Multiple Resources Used, COMPLAINTS | = | 0 | 6 | 0 | different mediators used

HSBB - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COMPLAINTS | > | 0 | 6 | 0 | different mediators used

HSBC - Description for F.2.m | != | modified without adding explanatory comment | | training offered to Complainant in Settlement agreement

HSBC - Description for F.2.n | != | modified without adding explanatory comment | | training offered to Complainant in Settlement agreement

HSBC - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COMPLAINTS | > | 0 | 0 | 0 | ADR failed at informal, ADR Resolution at formal

HSBC - If F.2.n Description has been modified, then F.2.n, Complaints + F.2.n, Complainants | > | 0 | 0 | 0 | 0 cases Improved/Terms in Settlement

HSBD - C.4 Multiple Resources Used, COMPLAINTS | = | 0 | 10 | 0 | These cases involved a combination of In-house mediators and mediators from other sources

HSBD - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COMPLAINTS | > | 0 | 10 | 0 | These cases involved a combination of In-house mediators and mediators from other sources

PART XII

HSAC - C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.) | > | 0 | 2 | 0 | USCG has 2 full time ADR managers

HSBC - B. Employees That Can Participate In EEO ADR, N/A | > | 0 | 61589 | 0 | 0 employees can participate in EEO ADR