

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 2018

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
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TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	2,685	2,568
C.1. COUNSELED WITHIN 30 DAYS	1,113	1,086
C.2. COUNSELED WITHIN 31 TO 90 DAYS	1,525	1,484
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	392	387
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1,082	1,057
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	51	50
C.3. COUNSELED BEYOND 90 DAYS	46	46
C.4. COUNSELED DUE TO REMANDS	1	1
	COUNSELING	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	334	334
D.2. INITIATED DURING THE REPORTING PERIOD	2,674	2,551
D.3. COMPLETED/ENDED COUNSELINGS	2,685	2,568
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	150	148
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	1,068	1,048
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1,406	1,362
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	61	61
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	323	323

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	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	3	3
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	1	1
F.7. TRAINING	0	0
F.8. APOLOGY	1	1
F.9. DISCIPLINARY ACTIONS	2	2
F.9.a. RESCINDED	2	2
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	1	1
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.13.Improved Terms/Condition of Employment	0	0
F.14	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	15	15	\$184,282.06
G.1. COMPENSATORY DAMAGES	5	5	\$101,668.29
G.2. BACKPAY/FRONTPAY	2	2	\$18,754.72
G.3. LUMP SUM PAYMENT	7	7	\$26,516.12
G.4. ATTORNEY FEES AND COSTS	4	4	\$37,342.93
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	135	133
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	2	2
H.2.a. RETROACTIVE	2	2
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	8	8
H.4. REASSIGNMENTS	82	81
H.5. REMOVALS RESCINDED	11	10
H.5.a. REINSTATEMENT	3	3
H.5.b. VOLUNTARY RESIGNATION	8	8
H.6. ACCOMMODATIONS	4	4
H.7. TRAINING	27	27
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	9	9
H.9.a. RESCINDED	6	6
H.9.b. MODIFIED	3	3
H.10. PERFORMANCE EVALUATION MODIFIED	7	7
H.11. LEAVE RESTORED	22	22
H.12. NEUTRAL REFERENCE	7	6
H.13.	0	0
H.13.Improved Terms/Condition of Employment	0	0
H.13.0	0	0
H.14	0	0
H.140	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	7	7

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PART II - FORMAL COMPLAINT ACTIVITIES

3,129	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1,472	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
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
4,608	D. TOTAL COMPLAINTS
4,470	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
1,221	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
138	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
32	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
3,360	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1,423	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
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	206,449			
A.1.b. PERMANENT EMPLOYEES	188,851			
A.2. COUNSELOR	192		14	
A.2.a. FULL-TIME	88	45.83	5	35.71
A.2.b. PART-TIME	57	29.69	9	64.29
A.2.c. COLLATERAL DUTY	47	24.48	0	0.00
A.3. INVESTIGATOR	27		146	
A.3.a. FULL-TIME	26	96.30	72	49.32
A.3.b. PART-TIME	1	3.70	72	49.32
A.3.c. COLLATERAL DUTY	0	0.00	2	1.37
A.4. COUNSELOR/INVESTIGATOR	0		14	
A.4.a. FULL-TIME	0	0.00	14	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.1. NEW STAFF (NS) - TOTAL	11	0	2	1	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	8	0	2	1	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	3	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	181	14	25	145	0	14
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	43	0	0	36	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	125	14	25	109	0	14
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	13	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	3	0	21	7	0	9	1	36	179	96	96
B. ASSIGNMENT OF DUTIES	0	6	0	30	12	0	19	7	91	432	222	221
C. AWARDS	0	0	0	6	1	0	3	1	15	41	19	19
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	15	0	66	21	0	47	13	175	671	282	280
E.1. DEMOTION	0	1	0	5	1	0	3	1	9	33	15	15
E.2. REPRIMAND	0	3	0	15	8	0	8	3	40	158	71	71
E.3. SUSPENSION	0	5	0	19	3	0	13	3	49	180	84	82
E.4. REMOVAL	0	2	0	8	4	0	8	2	28	111	39	39
E.5. DISCIPLINARY WARNING	0	4	0	19	5	0	15	4	49	189	73	73
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	2	2	1	1	0	15	50	25	25
G. PERF. EVAL./APPRAISAL	0	7	0	40	8	0	23	4	91	340	137	137
H. EXAMINATION/TEST	0	2	0	1	2	0	0	0	10	36	24	24
I. HARASSMENT	1	20	0	164	50	2	96	31	403	1,576	692	679
I.1. NON-SEXUAL	1	20	0	164	50	2	96	31	375	1,487	628	615
I.2. SEXUAL									28	89	64	64
J. MEDICAL EXAMINATION	0	0	0	2	3	0	0	0	14	54	32	32
K. PAY INCLUDING OVERTIME	1	1	0	10	4	0	7	2	21	93	39	39
L. PROMOTION/NON-SELECTION	1	5	0	63	25	0	34	14	110	527	235	232
M. REASSIGNMENT	0	5	0	11	8	0	9	1	49	188	85	85
M.1. DENIED	0	3	0	3	2	0	3	0	18	67	31	31
M.2. DIRECTED	0	2	0	8	6	0	6	1	31	121	54	54
N. REASONABLE ACCOMMODATION									62	186	112	112
O. REINSTATEMENT	0	0	0	0	1	0	1	0	3	10	6	6
P. RELIGIOUS ACCOMODATION								9	4	13	10	9
Q. RETIREMENT	0	0	0	1	0	0	1	0	1	8	3	3
R. SEX-STEROTYPING										1	1	1
S. TELEWORK	0	0	0	8	0	0	4	0	13	53	21	21
T. TERMINATION	0	5	0	38	18	0	26	8	75	360	153	152
U. TERMS/CONDITIONS OF EMPLOYMENT	0	11	0	47	21	0	25	9	129	515	221	219
V. TIME AND ATTENDANCE	0	3	0	15	2	0	9	1	66	232	102	101
W. TRAINING	0	1	0	16	4	0	8	1	19	102	40	40
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0
X.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.	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										TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL				
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES							
TOTAL ALL ISSUES BY BASES	3	84	0	541	189	3	322	102	1,402				
TOTAL ALL COMPLAINTS FILED BY BASES	2	45	0	322	116	3	187	62	735				
TOTAL ALL COMPLAINANTS BY BASES	2	45	0	316	115	3	183	60	703				

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	7	17	1	1	6	8			26	15	21	0	179	96	96
B. ASSIGNMENT OF DUTIES	25	51	1	2	69	8			52	15	44	0	432	222	221
C. AWARDS	1	5	0	0	1	2			2	0	4	0	41	19	19
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	33	73	4	1	27	16			81	30	67	2	671	282	280
E.1. DEMOTION	3	1	0	0	1	2			4	2	0	0	33	15	15
E.2. REPRIMAND	7	20	1	1	2	5			23	6	16	0	158	71	71
E.3. SUSPENSION	7	19	2	0	8	4			22	7	18	1	180	84	82
E.4. REMOVAL	3	13	0	0	4	3			11	7	17	1	111	39	39
E.5. DISCIPLINARY WARNING	13	20	1	0	12	2			21	8	16	0	189	73	73
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	7	2	1	4	0			8	2	5	0	50	25	25
G. EVALUATION/APPRaisal	15	38	1	1	9	12			47	13	30	1	340	137	137
H. EXAMINATION/TEST	1	4	0	0	1	1			6	3	5	0	36	24	24
I. HARASSMENT	74	218	10	10	63	42			164	73	150	5	1,576	692	679
I.1. NON-SEXUAL	61	172	8	10	63	42			164	73	150	5	1,487	628	615
I.2. SEXUAL	13	46	2	0									89	64	64
J. MEDICAL EXAMINATION	0	5	1	1	2	0			2	11	13	0	54	32	32
K. PAY INCLUDING OVERTIME	1	9	1	0	3	2	0	1	16	3	11	0	93	39	39
L. PROMOTION/NON-SELECTION	35	50	0	1	13	25			100	15	36	0	527	235	232
M. REASSIGNMENT	10	20	2	0	12	7			28	9	16	1	188	85	85
M.1. DENIED	4	3	0	0	5	3			9	6	7	1	67	31	31
M.2. DIRECTED	6	17	2	0	7	4			19	3	9	0	121	54	54
N. REASONABLE ACCOMMODATION DISABILITY				4						32	86	2	186	112	112
O. REINSTATEMENT	0	0	0	0	0	1			0	1	3	0	10	6	6
P. RELIGIOUS ACCOMMODATION													13	10	9
Q. RETIREMENT	0	1	0	0	0	0			3	0	1	0	8	3	3
R. SEX-STEROTYPING	0	1	0										1	1	1
S. TELEWORK	2	8	0	1	0	2			3	3	9	0	53	21	21
T. TERMINATION	13	33	1	3	7	19			32	25	55	2	360	153	152
U. TERMS/CONDITIONS OF EMPLOYMENT	17	72	1	5	23	15			60	24	54	2	515	221	219
V. TIME AND ATTENDANCE	6	30	0	1	8	9			26	12	42	2	232	102	101
W. TRAINING	6	14	0	0	4	1			14	4	9	1	102	40	40
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL ISSUES BY BASES	246	656	25	32	252	170	0	1	670	290	661	18			
TOTAL ALL COMPLAINTS FILED BY BASES	144	352	13	18	161	102	0	1	398	150	327	6			
TOTAL ALL COMPLAINANTS BY BASES	144	347	13	18	160	97	0	1	393	148	318	5			

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

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	BASES OF ALLEGED DISCRIMINATION IN SETELEMETS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELEMENT 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	3	1	0	1	1	7	10	5	5	20	9	9
B. ASSIGNMENT OF DUTIES	0	2	0	6	2	1	1	1	23	29	17	17	93	32	30
C. AWARDS	0	1	0	1	0	0	0	0	2	4	2	2	6	4	4
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	4	0	17	5	0	11	1	47	41	15	15	150	57	57
E.1. DEMOTION	0	1	0	0	0	0	0	0	0	0	0	0	5	2	2
E.2. REPRIMAND	0	2	0	5	1	0	1	0	15	11	6	6	51	17	17
E.3. SUSPENSION	0	0	0	6	3	0	5	0	10	6	3	3	40	15	15
E.4. REMOVAL	0	0	0	5	0	0	5	1	9	15	3	3	26	11	11
E.5. DISCIPLINARY WARNING	0	1	0	1	1	0	0	0	13	9	7	7	27	12	12
E.6.0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
E.6.	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	1	0	2	0	0	0	0	5	6	4	4	14	7	7
G. PERF. EVAL./APPRAISAL	0	2	0	14	2	1	15	1	35	53	17	17	109	35	34
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	1	1	1	1	2	2	2
I. HARASSMENT	1	8	0	31	15	0	23	8	108	132	71	71	510	131	123
I.1. NON-SEXUAL	1	8	0	31	15	0	23	8	97	127	67	67	477	117	109
I.2. SEXUAL									11	5	4	4	33	14	14
J. MEDICAL EXAMINATION	0	0	0	0	2	0	0	0	4	2	1	1	16	6	6
K. PAY INCLUDING OVERTIME	0	1	0	2	1	2	2	1	6	10	6	6	22	9	9
L. PROMOTION/NON-SELECTION	0	0	0	12	3	0	12	2	27	34	17	17	131	44	42
M. REASSIGNMENT	0	1	0	2	4	1	2	1	15	11	4	4	49	16	16
M.1. DENIED	0	1	0	2	3	0	1	1	7	10	3	3	24	7	7
M.2. DIRECTED	0	0	0	0	1	1	1	0	8	1	1	1	25	9	9
N. REASONABLE ACCOMMODATION									23	19	14	14	68	32	28
O. REINSTATEMENT	0	0	0	1	0	0	0	0	0	1	1	1	0	0	0
P. RELIGIOUS ACCOMODATION								2	1	1	1	1	2	1	1
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										1	1	1	0	0	0
S. TELEWORK	0	1	0	0	0	0	0	0	1	4	3	3	3	2	2
T. TERMINATION	0	1	0	9	3	0	5	1	13	16	7	7	62	30	30
U. TERMS/CONDITIONS OF EMPLOYMENT	0	3	0	10	3	0	7	3	29	50	15	15	105	31	31
V. TIME AND ATTENDANCE	0	1	0	6	1	0	3	1	19	13	8	8	77	27	27
W. TRAINING	0	1	0	2	0	0	1	0	11	11	4	4	22	13	13
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.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

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 2018

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

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	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.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	0	11	0	45	10	0	22	8	82						
1.1A. NUMBER OF COUNSELINGS SETTLED	0	6	0	29	6	0	11	5	48						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	6	0	29	6	0	11	5	47						
2. COMPLAINT SETTLEMENT ALLEGATIONS	1	16	0	73	32	5	61	15	295						
2.2A. NUMBER OF COMPLAINTS SETTLED	1	8	0	49	18	2	47	12	144						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	1	8	0	45	16	2	42	12	130						

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 2018

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	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	0	4		0	0	1	1										
B. ASSIGNMENT OF DUTIES	3	19	0	1	6	2			11	6	12	0	29	17	17	93	32	30
C. AWARDS	0	0	0	0	1	1			2	0	2	0	4	2	2	6	4	4
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	11	26	0	0	7	5			16	7	19	0	41	15	15	150	57	57
E.1. DEMOTION	0	1	0	0	1	1			1	0	0	0	0	0	0	5	2	2
E.2. REPRIMAND	4	8	0	0	3	2			7	4	7	0	11	6	6	51	17	17
E.3. SUSPENSION	3	6	0	0	1	0			2	1	2	0	6	3	3	40	15	15
E.4. REMOVAL	2	5	0	0	1	2			3	2	4	0	15	3	3	26	11	11
E.5. DISCIPLINARY WARNING	2	6	0	0	1	0			3	0	6	0	9	7	7	27	12	12
E.6.0	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1
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	0
F. DUTY HOURS	1	3	0	0	2	0			2	1	3	0	6	4	4	14	7	7
G. EVALUATION/APPRaisal	10	16	0	0	6	5			22	9	10	0	53	17	17	109	35	34
H. EXAMINATION/TEST	0	1	0	0	0	0			0	1	0	0	1	1	1	2	2	2
I. HARASSMENT	22	68	1	2	20	21			50	24	39	0	132	71	71	510	131	123
I.1. NON-SEXUAL	18	55	1	2	20	21			50	24	39	0	127	67	67	477	117	109
I.2. SEXUAL	4	13	0	0									5	4	4	33	14	14
J. MEDICAL EXAMINATION	0	1	0	0	0	0			1	2	3	0	2	1	1	16	6	6
K. PAY INCLUDING OVERTIME	0	7	0	0	2	1	0	1	3	0	3	0	10	6	6	22	9	9
L. PROMOTION/NON-SELECTION	7	20	0	0	11	6			24	3	8	0	34	17	17	131	44	42
M. REASSIGNMENT	1	11	0	0	2	2			8	1	4	0	11	4	4	49	16	16
M.1. DENIED	0	6	0	0	0	2			5	1	2	0	10	3	3	24	7	7
M.2. DIRECTED	1	5	0	0	2	0			3	0	2	0	1	1	1	25	9	9
N. REASONABLE ACCOMMODATION DISABILITY				1						16	32	0	19	14	14	68	32	28
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	1	1	1	0	0	0
P. RELIGIOUS ACCOMMODATION													1	1	1	2	1	1
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	1	0										1	1	1	0	0	0
S. TELEWORK	1	2	0	0	0	0			0	0	2	0	4	3	3	3	2	2
T. TERMINATION	6	10	0	1	0	5			8	4	10	1	16	7	7	62	30	30
U. TERMS/CONDITIONS OF EMPLOYMENT	5	12	1	0	3	5			17	10	14	0	50	15	15	105	31	31
V. TIME AND ATTENDANCE	2	9	0	1	3	2			7	4	12	0	13	8	8	77	27	27
W. TRAINING	0	7	0	0	1	2			6	1	2	0	11	4	4	22	13	13
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.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

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 2018

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 SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	22	62	2	4	14	17	0	0	61	37	38	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	14	35	1	3	12	11	0	0	37	18	20	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	14	35	1	3	12	11	0	0	37	18	20	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	47	155	0	2	51	41	0	1	118	54	138	1						
2.2A. NUMBER OF COMPLAINTS SETTLED	33	92	0	1	33	23	0	1	70	23	69	1						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	32	82	0	1	31	22	0	1	66	22	61	1						

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

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2018

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	0	0	0	0	1	1	0	0	0
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	1	0	0	0	0	1	0	0	0	2	1	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	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	1	0	0	0	0	1	0	0	0	2	1	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	1	0	0	0	2	1	2	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	2	0	0	1	0	3	0	0	0	6	3	1	1	1
I.1. NON-SEXUAL	0	0	0	2	0	0	1	0	3	0	0	0	6	3	1	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	1	0	0	0	3	1	3	1	1
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	1	1	1	0	0	0	0	0
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	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	0	0	1	0	1	0	0	0	3	2	1	1	1
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.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 2018

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

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	1								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	1								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	1								
2. AJ Decision Findings	0	0	0	4	0	0	2	0	7								
2.2a. Number AJ Decisions With Findings	0	0	0	2	0	0	1	0	6								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	4								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	4								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	4								

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 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 2018

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 COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# 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	1	0	0	0	0	0			0	0	0	0	0	0	0	1	1	0	0	0
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			0	0	0	0	0	0	0	2	1	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			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	2	1	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	1	0	0	0	0	2	1	2	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	6	3	1	1	1
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	6	3	1	1	1
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	1	0	0	0	0			0	1	0	0	0	0	0	3	1	3	1	1
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	3	0	3	0	0	0			0	0	0	0	1	1	1	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0
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			3	0	0	0	0	0	0	3	2	1	1	1
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.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

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

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

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

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

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PART V - SUMMARY OF CLOSURES BY STATUTE

1002	A.1. TITLE VII
5	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
428	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
300	A.3. REHABILITATION ACT
5	A.4. EQUAL PAY ACT (EPA)
2	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
1742	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	1,247	848,270	680.25
A.1. WITHDRAWALS	120	46,832	390.27
A.1.a. NON-ADR WITHDRAWALS	114	45,853	402.22
A.1.b. ADR WITHDRAWALS	6	979	163.17
A.2. SETTLEMENTS	265	191,385	722.21
A.2.a. NON-ADR SETTLEMENTS	235	179,206	762.58
A.2.b. ADR SETTLEMENTS	30	12,179	405.97
A.3. FINAL AGENCY ACTIONS	862	610,053	707.72
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	603	302,704	502.00
B.1. FINDING DISCRIMINATION	1	699	699.00
B.2. FINDING NO DISCRIMINATION	416	271,637	652.97
B.3. DISMISSAL OF COMPLAINTS	186	30,368	163.27
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	259	307,349	1,186.68
C.1. AJ DECISION FULLY IMPLEMENTED	256	303,093	1,183.96
C.1.a. FINDING DISCRIMINATION	4	5,231	1,307.75
C.1.b. FINDING NO DISCRIMINATION	216	261,051	1,208.57
C.1.c. DISMISSAL OF COMPLAINTS	36	36,811	1,022.53
C.2. AJ DECISION NOT FULLY IMPLEMENTED	3	4,256	1,418.67
C.2.a. FINDING DISCRIMINATION	3	4,256	1,418.67
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	3	4,256	1,418.67
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	417	72,076	172.84
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	150	24,288	161.92
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	63	3,489	55.38
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	87	20,799	239.07
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	103	27,045	262.57
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	10	517	51.70
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	93	26,528	285.25
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	155	18,256	117.78
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	77	3,838	49.84
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	78	14,418	184.85
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	9	2,487	276.33
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	2	88	44.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	7	2,399	342.71

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	270	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	173	\$7,382,244.94
B.1. BACK PAY/FRONT PAY	16	\$172,409.76
B.2. LUMP SUM PAYMENT	128	\$5,089,855.08
B.3. COMPENSATORY DAMAGES	14	\$708,695.07
B.4. ATTORNEY FEES AND COSTS	63	\$1,411,285.03
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	196	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	1	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	6	6
F.2.a. RETROACTIVE	1	1
F.2.b. NON-RETROACTIVE	5	5
F.3. EXPUNGEMENTS	16	10
F.4. REASSIGNMENTS	33	35
F.5. REMOVALS RESCINDED	15	25
F.5.a. REINSTATEMENT	3	2
F.5.b. VOLUNTARY RESIGNATION	12	23
F.6. ACCOMMODATIONS	4	0
F.7. TRAINING	10	15
F.8. APOLOGY	0	1
F.9. DISCIPLINARY ACTIONS	13	10
F.9.a. RESCINDED	9	8
F.9.b. MODIFIED	4	2
F.10. PERFORMANCE EVALUATION MODIFIED	19	5
F.11. LEAVE RESTORED	40	15
F.12. NEUTRAL REFERENCE	8	4
F.13.	0	0
F.13.Improved Terms/Condition of Employment	0	0
F.14.	0	0

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	3360	2244322	667.95297		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	38	1034	27.210526	296	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	227	15834	69.753302	1453	
A.2. COMPLAINTS PENDING IN INVESTIGATION	643	129663	201.65318	1871	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	1873	1639034	875.08485	3412	570-2016-00366X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	579	458757	792.32642	4590	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	1179	319086	270.64
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	363	80856	222.74
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	210	32164	153.16
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	118	30316	256.92
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	105	26891	256.10
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	13	3425	263.46
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	35	18376	525.03
A.2. AGENCY INVESTIGATION COSTS	\$1,325,263.20		\$3,650.86
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	816	238230	291.95
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	356	50456	141.73
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	274	70890	258.72
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	169	42068	248.92
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	105	28822	274.50
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	186	116884	628.41
A.4. CONTRACTOR INVESTIGATION COSTS	\$2,290,046.84		\$2,806.43

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

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	2,233	2,149		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	960	936		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,273	1,240		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	687	674		
C.2. ANOTHER FEDERAL AGENCY	245	243		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	143	142		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	59	58		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.6.Mediator: Other	0	0		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	687	674	33,619	48.94
D.1. MEDIATION	653	640	32,207	49.32
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	34	34	1,412	41.53
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.10.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	1,273	1,240	56,340	44.26
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	143	141	7,071	49.45
E.1.b. NO FORMAL COMPLAINT FILED	448	444	17,894	39.94
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	374	370	18,582	49.68
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	285	281	11,600	40.70
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	23	23	1,193	51.87

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	266	254		
B.2. REJECTED BY COMPLAINANT	184	175		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	82	79		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	46	46		
C.1. INHOUSE	17	17		
C.2. ANOTHER FEDERAL AGENCY	10	10		
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)	10	10		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6. Mediator: Other	0	0		
C.6.	0	0		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	46	46	2639	57.37
D.1. MEDIATION	43	43	2461	57.23
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	3	3	178	59.33
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.	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	82	79	4400	53.66
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	30	27	1981	66.03
E.1.b. WITHDRAWAL FROM EEO PROCESS	6	6	237	39.50
E.1.c. NO RESOLUTION	28	28	1374	49.07
E.1.d. NO ADR ATTEMPT	18	18	808	44.89
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	10	8	\$202,125.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	6	6	\$109,300.00	
F.1.d. ATTORNEY FEES AND COSTS	4	2	\$92,825.00	
F.1.e.	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	27	24		
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	1	1		
F.2.d. REASSIGNMENTS	14	11		
F.2.e. REMOVALS RESCINDED	4	4		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	4	4		
F.2.f. ACCOMMODATIONS	2	2		
F.2.g. TRAINING	5	5		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	4	4		
F.2.i.i. RESCINDED	4	4		
F.2.i.ii. MODIFIED	0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED	3	3		
F.2.k. LEAVE RESTORED	5	5		
F.2.l. NEUTRAL REFERENCE	2	2		
F.2.m.	0	0		
F.2.m. Improved Terms/Condition of Employment	0	0		
F.2.n.	0	0		

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PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	206449
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	11
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	8
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	1
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	1
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	1
	AMOUNT
D. EEO ADR FUNDING SPENT	\$610,388.00

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

F. EEO ADR PROGRAM INFORMATION	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	
F.1a. If yes, is there a written policy requiring the participation?	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, 2017 through September 30, 2018 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Veronica Venture
TITLE OF CERTIFYING OFFICIAL:	Deputy Officer, CRCL/Director for EEO & Diversity
TELEPHONE NUMBER:	(202) 357-1270
E-MAIL:	veronica.venture@hq.dhs.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	30-10-2018

NAME OF PREPARER:	_____
TITLE OF PREPARER:	_____
TELEPHONE NUMBER:	_____
E-MAIL:	_____
DATE:	_____

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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Form 462 Comments

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

PART I	HSAD - 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 72 72 FY 17 showed 3 pre-complaints; however, 4 cases were inadvertently omitted therefore, the current report correctly reflects 7 cases.
PART III	HSBD - If C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY, COUNSELINGS > 0, Then Individuals <= Counselings 1 1 This was a conflict case that was counseled by another DHS component.
	HSAA - B.2.c. ES Receiving no training at all, Counselors, Agency + B.2.c. ES Receiving no training at all, Counselors, Contract + B.2.c. ES Receiving no training at all, Investigators, Agency + B.2.c. ES Receiving no training at all, Couns/Investig. Agency + B.2.c. ES Receiving no training at all, Counselors, Contract = 0 11 0 All counselors were experienced and received their required 8-hr training, whether agency or contractor.
	HSAB - B.2.c. ES Receiving no training at all, Counselors, Agency + B.2.c. ES Receiving no training at all, Counselors, Contract + B.2.c. ES Receiving no training at all, Investigators, Agency + B.2.c. ES Receiving no training at all, Couns/Investig. Agency + B.2.c. ES Receiving no training at all, Counselors, Contract = 0 3 0 All personnel completed all required training
	HSAC - B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Counselors, Agency + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Counselors, Contract + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Investigators, Agency + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Investigators, Contract + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Couns/Investig. Agency + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Counselors, Contract = 0 3 0 New staff arrived later in the FY; therefore did not attend training by the end of FY18.
	HSAD - A1a -- Total Work Force >= (B1 New Staff Total (Counselor/Investigator Agency) + B1 New Staff Total (Counselor/Investigator Contractor)) + (B2 Experienced Staff Total (Counselor/Investigator Agency) + B2 Experienced Staff Total (Counselor/Investigator Contractor)) 7155 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
	HSAD - A1a -- Total Work Force >= A1b 7155 7108 TOTAL 7155 Permanent employees and 47 other i.e contractor/parttime
	HSAD - A1a -- Total Work Force >= Part XII B 7155 7155 there is a total of 7155 permanent employees who can participate in ADR
	HSAD - B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Counselors, Agency + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Counselors, Contract + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Investigators, Agency + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Couns/Investig. Agency + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Counselors, Contract = 0 0 0 trained in the EEO process during the new employee orientation program
	HSAD - B.1.c. NS Receiving no training at all, Counselors, Agency + B.1.c. NS Receiving no training at all, Counselors, Contract + B.1.c. NS Receiving no training at all, Investigators, Agency + B.1.c. NS Receiving no training at all, Couns/Investig. Agency + B.1.c. NS Receiving no training at all, Counselors, Contract = 0 0 0 trained in the EEO process during the new employee orientation program
	HSAD - B.2.c. ES Receiving no training at all, Counselors, Agency + B.2.c. ES Receiving no training at all, Counselors, Contract + B.2.c. ES Receiving no training at all, Investigators, Agency + B.2.c. ES Receiving no training at all, Couns/Investig. Agency + B.2.c. ES Receiving no training at all, Counselors, Contract = 0 13 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
Part III	HSAD - B.1.c. Staff Receiving No Training At All (couns/investig Agency) > 0 0 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
	HSAD - B.1.c. Staff Receiving No Training At All (couns/investig Contract) > 0 0 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
	HSAD - B.1.c. Staff Receiving No Training At All (investigators Agency) > 0 0 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
	HSAD - B.1.c. Staff Receiving No Training At All (investigators Contract) > 0 0 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
	HSAD - B.2.c. Staff Receiving No Training At All (couns/investig Agency) > 0 0 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
	HSAD - B.2.c. Staff Receiving No Training At All (couns/investig Contract) > 0 0 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
	HSAD - B.2.c. Staff Receiving No Training At All (counselors Agency) > 0 13 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
	HSAD - B.2.c. Staff Receiving No Training At All (counselors Contract) > 0 0 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
	HSAD - B.2.c. Staff Receiving No Training At All (investigators Agency) > 0 0 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
	HSAD - B.2.c. Staff Receiving No Training At All (investigators Contract) > 0 0 0 13 collateral duty counselors did not receive the required 8 hour training due to scheduling conflicts and mission demands. The agency will ensure these counselors receive the required training before being issued a counseling assignment.
PART IX	HSBD - A.3.b.1. TIMELY COMPLETED INVESTIGATIONS, TOTAL Not empty N/A 2 These were conflict cases that were investigated by DHS component's contract investigators.
PART X	HSAA - E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD, AVERAGE DAYS between 0 and 100 118 ADR processing was delayed and therefore delayed the remainder of the processing.
	HSAB - C.4 Multiple Resources Used, COUNSELINGS = 0 19 0 Our Agency used both Shared Neutrals and FMCS mediators
	HSAC - C.4 Multiple Resources Used, COUNSELINGS = 0 7 0 Multiple Resources used were the Shared Neutrals Program as well as external mediators.
	HSAC - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COUNSELINGS > 0 7 0 Multiple Resources used were the Shared Neutrals Program as well as external mediators.
	HSBD - C.4 Multiple Resources Used, COUNSELINGS = 0 31 0 These cases involved a combination of In-house mediators and mediators from other sources.
	HSBE - C.4 Multiple Resources Used, COUNSELINGS = 0 2 0 Co-mediation used by DHS Shared Neutrals to allow new mediators to gain experience.
PART XI	HSAA - E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary), AVERAGE DAYS between 0 and 100 161 Complainant amended complaint eight (8) times, causing delay in processing settlement.
	HSAC - C.4 Multiple Resources Used, COMPLAINTS = 0 2 0 Multiple Resources used were the Shared Neutrals Program as well as external mediators.

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 2018

Form 462 Comments

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

HSAC - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COMPLAINTS | > | 0 | 2 | 0 | Multiple Resources used were the Shared Neutrals Program as well as external mediators.

HSBD - C.4 Multiple Resources Used, COMPLAINTS | = | 0 | 8 | 0 | These cases involved a combination of In-house mediators and mediators from other sources.

HSBE - D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box), COMPLAINTS > 0 | > | 0 | 0 | 0 | Co-mediation used by DHS Shared Neutrals in two mediations. Multiple techniques were not used.

Part XI

HSAC - E1d -- No ADR Attempt - Average Days | between | 0 and 100 | 122.33333333333 | 100 | Discrepancy in 3 FY2017 ADR entries