

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 2019

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
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TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	2,339	2,226
C.1. COUNSELED WITHIN 30 DAYS	985	943
C.2. COUNSELED WITHIN 31 TO 90 DAYS	1,233	1,209
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	314	313
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	842	825
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	77	77
C.3. COUNSELED BEYOND 90 DAYS	121	121
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	324	324
D.2. INITIATED DURING THE REPORTING PERIOD	2,378	2,257
D.3. COMPLETED/ENDED COUNSELINGS	2,339	2,226
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	93	93
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	973	946
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1,203	1,173
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	70	70
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	363	361

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	2	2	\$10,333.33
E.1. COMPENSATORY DAMAGES	1	1	\$4,333.33
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$6,000.00
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	9	9
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	1	1
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	1	1
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	6	6
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 REMOVALS RESCINDED	0	0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	1	1
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
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	14	14	\$135,299.13
G.1. COMPENSATORY DAMAGES	1	1	\$25,000.00
G.2. BACKPAY/FRONTPAY	2	2	\$337.01
G.3. LUMP SUM PAYMENT	8	8	\$94,462.12
G.4. ATTORNEY FEES AND COSTS	4	4	\$15,500.00
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	77	77
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	4	4
H.4. REASSIGNMENTS	47	47
H.5. REMOVALS RESCINDED	1	1
H.5.a. REINSTATEMENT	1	1
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	12	12
H.8. APOLOGY	1	1
H.9. DISCIPLINARY ACTIONS	5	5
H.9.a. RESCINDED	3	3
H.9.b. MODIFIED	2	2
H.10. PERFORMANCE EVALUATION MODIFIED	7	7
H.11. LEAVE RESTORED	14	14
H.12. NEUTRAL REFERENCE	2	2
H.13.	0	0
H.14.	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	10	10

PART II - FORMAL COMPLAINT ACTIVITIES

3,301	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1,266	B. COMPLAINTS FILED
9	C. REMANDS (sum of lines C1+C2+C3)
5	C.1. REMANDS (NOT INCLUDED IN A OR B)
4	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
4,572	D. TOTAL COMPLAINTS
4,441	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
1,252	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
131	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
49	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
3,275	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1,232	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
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	211,421			
A.1.b. PERMANENT EMPLOYEES	191,099			
A.2. COUNSELOR	186		9	
A.2.a. FULL-TIME	87	46.77	5	55.56
A.2.b. PART-TIME	73	39.25	4	44.44
A.2.c. COLLATERAL DUTY	26	13.98	0	0.00
A.3. INVESTIGATOR	27		208	
A.3.a. FULL-TIME	19	70.37	85	40.87
A.3.b. PART-TIME	8	29.63	123	59.13
A.3.c. COLLATERAL DUTY	0	0.00	0	0.00
A.4. COUNSELOR/INVESTIGATOR	0		1	
A.4.a. FULL-TIME	0	0.00	1	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	10	0	2	17	0	1
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	7	0	2	12	0	1
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	1	0	0	5	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	2	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	176	9	25	191	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	118	0	8	71	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	42	9	17	120	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	16	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	4	0	15	7	0	14	6	36	191	91	90
B. ASSIGNMENT OF DUTIES	1	1	0	24	10	0	9	5	65	264	131	130
C. AWARDS	0	0	0	4	4	0	2	2	12	38	18	17
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	3	3	0	62	13	0	40	11	127	515	228	226
E.1. DEMOTION	0	0	0	2	0	0	0	0	6	21	9	9
E.2. REPRIMAND	3	1	0	13	4	0	7	1	28	120	51	51
E.3. SUSPENSION	0	2	0	19	3	0	16	7	36	146	62	62
E.4. REMOVAL	0	0	0	5	1	0	4	0	20	65	36	34
E.5. DISCIPLINARY WARNING	0	0	0	23	5	0	13	3	37	163	70	70
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	1	0	5	1	0	2	3	11	42	19	19
G. PERF. EVAL./APPRAISAL	0	0	0	28	11	3	17	7	82	320	125	125
H. EXAMINATION/TEST	0	1	0	1	1	0	0	2	3	26	15	15
I. HARASSMENT	2	11	0	130	47	8	68	26	349	1,405	633	632
I.1. NON-SEXUAL	2	11	0	130	47	8	68	26	332	1,344	588	587
I.2. SEXUAL									17	61	45	45
J. MEDICAL EXAMINATION	0	1	0	2	0	0	2	0	12	59	32	32
K. PAY INCLUDING OVERTIME	0	0	0	12	2	0	5	1	21	94	44	44
L. PROMOTION/NON-SELECTION	1	9	0	57	19	2	34	18	100	507	215	214
M. REASSIGNMENT	3	1	0	13	5	1	8	2	23	129	63	63
M.1. DENIED	1	0	0	4	3	0	3	1	6	46	22	22
M.2. DIRECTED	2	1	0	9	2	1	5	1	17	83	41	41
N. REASONABLE ACCOMMODATION									53	196	129	129
O. REINSTATEMENT	0	0	0	0	0	0	0	0	1	5	2	2
P. RELIGIOUS ACCOMODATION								8	2	10	8	8
Q. RETIREMENT	0	0	0	1	0	0	1	0	4	19	8	8
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	3	1	0	1	1	7	25	11	11
T. TERMINATION	2	2	0	27	8	0	14	5	51	266	124	122
U. TERMS/CONDITIONS OF EMPLOYMENT	0	5	0	45	19	1	24	10	96	389	161	159
V. TIME AND ATTENDANCE	1	1	0	19	8	0	8	2	53	212	95	94
W. TRAINING	0	0	0	10	2	0	6	1	24	88	38	38
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
TOTAL ALL ISSUES BY BASES	13	40	0	458	158	15	255	110	1,132			

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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						
TOTAL ALL COMPLAINTS FILED BY BASES	9	29	0	270	88	11	146	53	633			
TOTAL ALL COMPLAINANTS BY BASES	9	29	0	263	88	11	141	53	615			

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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	19	9	0	0	7	15			34	8	17	0	191	91	90
B. ASSIGNMENT OF DUTIES	12	32	0	0	17	5			43	10	30	0	264	131	130
C. AWARDS	2	5	0	1	1	1			2	0	2	0	38	18	17
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	28	52	0	2	14	15			66	28	50	1	515	228	226
E.1. DEMOTION	2	4	0	0	1	0			4	1	1	0	21	9	9
E.2. REPRIMAND	7	12	0	1	4	4			20	3	12	0	120	51	51
E.3. SUSPENSION	8	14	0	0	4	5			16	8	7	1	146	62	62
E.4. REMOVAL	3	4	0	0	1	2			6	8	11	0	65	36	34
E.5. DISCIPLINARY WARNING	8	18	0	1	4	4			20	8	19	0	163	70	70
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	1	5	0	0	0	3			7	2	1	0	42	19	19
G. EVALUATION/APPRaisal	18	41	1	3	6	12			40	21	30	0	320	125	125
H. EXAMINATION/TEST	1	3	0	0	1	2			4	2	5	0	26	15	15
I. HARASSMENT	87	203	5	10	48	37			164	74	135	1	1,405	633	632
I.1. NON-SEXUAL	78	168	5	10	48	37			164	74	135	1	1,344	588	587
I.2. SEXUAL	9	35	0	0									61	45	45
J. MEDICAL EXAMINATION	1	2	0	0	2	0			7	13	17	0	59	32	32
K. PAY INCLUDING OVERTIME	8	6	0	0	5	2	0	2	10	7	12	1	94	44	44
L. PROMOTION/NON-SELECTION	39	42	1	1	16	25			90	11	42	0	507	215	214
M. REASSIGNMENT	7	13	0	2	5	5			23	3	15	0	129	63	63
M.1. DENIED	3	4	0	1	2	3			8	1	6	0	46	22	22
M.2. DIRECTED	4	9	0	1	3	2			15	2	9	0	83	41	41
N. REASONABLE ACCOMMODATION DISABILITY				2						45	96	0	196	129	129
O. REINSTATEMENT	0	1	0	0	0	0			1	0	2	0	5	2	2
P. RELIGIOUS ACCOMMODATION													10	8	8
Q. RETIREMENT	0	2	0	0	0	0			4	2	5	0	19	8	8
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	2	1	0	0	1	1			3	1	3	0	25	11	11
T. TERMINATION	7	23	1	2	7	10			31	27	48	1	266	124	122
U. TERMS/CONDITIONS OF EMPLOYMENT	23	41	0	2	10	14			41	16	42	0	389	161	159
V. TIME AND ATTENDANCE	10	32	0	5	8	4			14	14	32	1	212	95	94
W. TRAINING	1	14	1	0	4	1			13	3	8	0	88	38	38
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
TOTAL ALL ISSUES BY BASES	266	527	9	30	152	152	0	2	597	287	592	5			

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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 COMPLAINTS FILED BY BASES	150	304	6	17	88	85	0	2	366	155	325	3			
TOTAL ALL COMPLAINANTS BY BASES	147	297	6	17	88	83	0	2	360	151	320	3			

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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 COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	1	0	3	1	0	1	0	2	6	5	5	19	9	9
B. ASSIGNMENT OF DUTIES	0	1	0	9	4	0	6	1	22	28	10	10	109	35	35
C. AWARDS	0	0	0	0	1	0	0	0	9	3	2	2	12	7	5
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	1	0	0	0	0	0	0	0	0	3	1	1
E. DISCIPLINARY ACTION	0	3	0	8	7	1	7	3	38	40	16	16	122	38	36
E.1. DEMOTION	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0
E.2. REPRIMAND	0	1	0	1	2	1	2	0	10	9	4	4	24	8	8
E.3. SUSPENSION	0	0	0	2	1	0	3	1	13	10	5	5	32	11	9
E.4. REMOVAL	0	2	0	0	1	0	1	2	4	1	1	1	22	7	7
E.5. DISCIPLINARY WARNING	0	0	0	4	3	0	1	0	11	18	5	5	44	12	12
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	0	0	1	0	0	0	0	2	2	1	1	9	4	4
G. PERF. EVAL./APPRAISAL	0	0	0	4	2	0	2	3	22	24	9	9	41	24	24
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	4	0	29	11	1	12	10	96	84	41	41	551	121	112
I.1. NON-SEXUAL	0	4	0	29	11	1	12	10	89	84	41	41	519	108	99
I.2. SEXUAL									7	0	0	0	32	13	13
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	4	1	1	1	18	5	5
K. PAY INCLUDING OVERTIME	0	1	0	1	0	0	1	1	3	5	2	2	60	7	7
L. PROMOTION/NON-SELECTION	0	3	0	9	5	0	6	1	30	26	10	10	118	46	38
M. REASSIGNMENT	0	2	0	7	1	0	2	1	12	11	4	4	52	18	18
M.1. DENIED	0	1	0	2	0	0	0	0	2	0	0	0	17	6	6
M.2. DIRECTED	0	1	0	5	1	0	2	1	10	11	4	4	35	12	12
N. REASONABLE ACCOMMODATION									18	22	14	14	59	26	25
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1
P. RELIGIOUS ACCOMODATION								1	0	1	1	1	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	2	3	1	1	3	1	1
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	1	0	0	1	0	1	7	3	3	5	2	2
T. TERMINATION	0	0	0	7	2	0	2	0	15	11	6	6	53	22	21
U. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	7	1	1	3	0	24	8	4	4	119	32	32
V. TIME AND ATTENDANCE	0	0	0	2	1	0	1	1	12	14	6	6	39	15	15
W. TRAINING	0	0	0	1	0	0	0	0	8	3	2	2	21	11	11
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
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	3	0	30	7	2	12	10	50						

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 2019

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									
1.1A. NUMBER OF COUNSELINGS SETTLED	0	2	0	17	5	1	7	5	32						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	2	0	17	5	1	7	5	32						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	13	0	60	29	1	32	12	270						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	8	0	41	18	1	20	8	133						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	8	0	40	17	1	20	7	115						

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 2019

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 COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	2	4	0	0	0	1			2	2	6	0	6	5	5	19	9	9
B. ASSIGNMENT OF DUTIES	2	17	0	5	7	1			18	2	9	1	28	10	10	109	35	35
C. AWARDS	0	1	0	0	0	0			2	0	1	0	3	2	2	12	7	5
D. CONVERSION TO FULL TIME/PERM STATUS	0	1	0	0	0	0			1	0	0	0	0	0	0	3	1	1
E. DISCIPLINARY ACTION	6	12	0	0	10	4			16	7	15	0	40	16	16	122	38	36
E.1. DEMOTION	0	0	0	0	0	0			1	0	0	0	2	1	1	0	0	0
E.2. REPRIMAND	0	3	0	0	3	0			4	2	4	0	9	4	4	24	8	8
E.3. SUSPENSION	2	4	0	0	1	2			5	1	3	0	10	5	5	32	11	9
E.4. REMOVAL	0	2	0	0	3	1			1	2	4	0	1	1	1	22	7	7
E.5. DISCIPLINARY WARNING	4	3	0	0	3	1			5	2	4	0	18	5	5	44	12	12
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	2	0	0	1	0			1	0	3	0	2	1	1	9	4	4
G. EVALUATION/APPRaisal	3	10	0	2	0	1			7	3	5	0	24	9	9	41	24	24
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	16	49	0	3	17	7			42	19	28	2	84	41	41	551	121	112
I.1. NON-SEXUAL	13	39	0	3	17	7			42	19	28	2	84	41	41	519	108	99
I.2. SEXUAL	3	10	0	0									0	0	0	32	13	13
J. MEDICAL EXAMINATION	0	1	0	1	1	0			0	1	5	0	1	1	1	18	5	5
K. PAY INCLUDING OVERTIME	0	6	0	1	0	1	0	3	3	1	1	0	5	2	2	60	7	7
L. PROMOTION/NON-SELECTION	5	15	0	0	4	5			21	6	6	0	26	10	10	118	46	38
M. REASSIGNMENT	3	3	0	0	2	4			6	1	5	0	11	4	4	52	18	18
M.1. DENIED	0	1	0	0	1	1			2	1	0	0	0	0	0	17	6	6
M.2. DIRECTED	3	2	0	0	1	3			4	0	5	0	11	4	4	35	12	12
N. REASONABLE ACCOMMODATION DISABILITY				2						18	29	1	22	14	14	59	26	25
O. REINSTATEMENT	0	0	0	0	0	0			1	0	1	0	0	0	0	2	1	1
P. RELIGIOUS ACCOMMODATION													1	1	1	0	0	0
Q. RETIREMENT	0	1	0	0	0	0			2	0	1	0	3	1	1	3	1	1
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	1	0	1	0	0			0	3	4	0	7	3	3	5	2	2
T. TERMINATION	1	6	0	4	3	2			4	6	11	0	11	6	6	53	22	21
U. TERMS/CONDITIONS OF EMPLOYMENT	4	11	0	1	3	1			7	1	13	1	8	4	4	119	32	32
V. TIME AND ATTENDANCE	3	6	0	3	3	0			4	3	7	0	14	6	6	39	15	15
W. TRAINING	1	2	1	0	2	2			4	1	1	0	3	2	2	21	11	11
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
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	13	30	0	6	9	7	0	1	38	28	36	1						

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AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2019

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	6	21	0	3	8	4	0	1	25	11	22	1						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	6	21	0	3	8	4	0	1	25	11	22	1						
2. COMPLAINT SETTLEMENT ALLEGATIONS	34	118	1	17	44	22	0	2	103	46	115	4						
2.2A. NUMBER OF COMPLAINTS SETTLED	21	64	1	7	22	12	0	2	60	30	66	1						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	20	60	1	7	21	11	0	2	55	30	63	1						

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AGENCY OR DEPARTMENT: Department of Homeland Security

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 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	1	1	1	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	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	1	0	0	0	0	0	3	2	2	1	1	1	1	1
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	1	1	1	1	1	1	1	1
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	1	0	1	0	0	1	0	1	5	2	2	3	1	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	3	0	0	1	0	3	10	4	4	1	1	1	1	1
I.1. NON-SEXUAL	0	0	0	3	0	0	1	0	3	10	4	4	1	1	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	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	1	2	1	1	1	1	1	1	1
M. REASSIGNMENT	0	0	0	0	1	0	0	0	1	1	1	1	2	1	2	1	1
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	1	0	0	0	1	1	1	1	2	1	2	1	1
N. REASONABLE ACCOMMODATION									0	1	1	1	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	1	1	1	1	1
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	3	0	0	0	0	1	7	3	3	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
W. TRAINING	0	0	0	0	0	0	0	0	0	1	1	1	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
I. Final Agency Decision Findings	0	0	0	7	0	0	1	0	6								

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AGENCY OR DEPARTMENT: Department of Homeland Security

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 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											
1.1a. Number FADs with Findings	0	0	0	4	0	0	1	0	3								
1.1b. Number Complainants Issued FAD Findings	0	0	0	4	0	0	1	0	3								
2. AJ Decision Findings	0	1	0	1	1	0	1	0	2								
2.2a. Number AJ Decisions With Findings	0	1	0	1	1	0	1	0	2								
3. Final Agency Order Findings Implemented	0	0	0	1	1	0	0	0	2								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	1	1	0	0	0	2								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	1	1	0	0	0	2								

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

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED 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	1	0	0	0	0	0			0	0	0	0	1	1	1	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	1	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1	1
C. AWARDS	0	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	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			1	0	2	0	3	2	2	1	1	1	1	1	1
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			1	0	0	0	2	1	1	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	2	0	1	1	1	1	1	1	1	1	1
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	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	0
G. EVALUATION/APPRaisal	2	0	0	0	0	0			2	0	0	0	5	2	2	3	1	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	1	0	0	0	0			2	0	0	0	10	4	4	1	1	1	1	1	1
I.1. NON-SEXUAL	1	1	0	0	0	0			2	0	0	0	10	4	4	1	1	1	1	1	1
I.2. SEXUAL	0	0	0	0	0	0							0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	1	0	0	0	0			1	0	0	0	2	1	1	1	1	1	1	1	1
M. REASSIGNMENT	0	1	0	0	0	0			0	0	0	0	1	1	1	2	1	2	1	1	1
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	1	0	0	0	0			0	0	0	0	1	1	1	2	1	2	1	1	1
N. REASONABLE ACCOMMODATION DISABILITY				0						0	1	0	1	1	1	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	0
P. RELIGIOUS ACCOMMODATION													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	0	0
R. SEX-STEROTYPING	0	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	0
T. TERMINATION	0	0	0	0	0	0			0	0	1	0	0	0	0	1	1	1	1	1	1
U. TERMS/CONDITIONS OF EMPLOYMENT	1	0	0	0	0	0			2	0	0	0	7	3	3	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1	1
W. TRAINING	0	0	0	0	0	0			0	0	1	0	1	1	1	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	0
X.1.	0	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	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	4	2	0	0	0	0	0	0	8	0	3	0									

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

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

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

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PART V - SUMMARY OF CLOSURES BY STATUTE

1091	A.1. TITLE VII
18	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
423	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
365	A.3. REHABILITATION ACT
5	A.4. EQUAL PAY ACT (EPA)
5	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
1907	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	1,300	1,063,736	818.26
A.1. WITHDRAWALS	139	51,753	372.32
A.1.a. NON-ADR WITHDRAWALS	128	48,257	377.01
A.1.b. ADR WITHDRAWALS	11	3,496	317.82
A.2. SETTLEMENTS	232	182,114	784.97
A.2.a. NON-ADR SETTLEMENTS	208	172,211	827.94
A.2.b. ADR SETTLEMENTS	24	9,903	412.62
A.3. FINAL AGENCY ACTIONS	929	829,869	893.29
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	496	356,570	718.89
B.1. FINDING DISCRIMINATION	11	11,197	1,017.91
B.2. FINDING NO DISCRIMINATION	388	326,103	840.47
B.3. DISMISSAL OF COMPLAINTS	97	19,270	198.66
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	433	473,299	1,093.07
C.1. AJ DECISION FULLY IMPLEMENTED	420	459,718	1,094.57
C.1.a. FINDING DISCRIMINATION	4	5,577	1,394.25
C.1.b. FINDING NO DISCRIMINATION	391	430,870	1,101.97
C.1.c. DISMISSAL OF COMPLAINTS	25	23,271	930.84
C.2. AJ DECISION NOT FULLY IMPLEMENTED	13	13,581	1,044.69
C.2.a. FINDING DISCRIMINATION	1	833	833.00
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	833	833.00
C.2.b. FINDING NO DISCRIMINATION	1	747	747.00
C.2.c. DISMISSAL OF COMPLAINTS	11	12,001	1,091.00

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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	399	95,110	238.37
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	112	25,620	228.75
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	22	1,150	52.27
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	90	24,470	271.89
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	92	32,612	354.48
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	2	60	30.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	90	32,552	361.69
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	177	28,667	161.96
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	59	3,296	55.86
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	118	25,371	215.01
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	18	8,211	456.17
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	18	8,211	456.17

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	247	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	181	\$4,816,545.01
B.1. BACK PAY/FRONT PAY	7	\$21,291.51
B.2. LUMP SUM PAYMENT	121	\$3,489,621.04
B.3. COMPENSATORY DAMAGES	28	\$473,035.82
B.4. ATTORNEY FEES AND COSTS	67	\$832,596.64
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	145	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	6	5
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	5	5
F.2. PROMOTIONS	9	1
F.2.a. RETROACTIVE	5	0
F.2.b. NON-RETROACTIVE	4	1
F.3. EXPUNGEMENTS	5	10
F.4. REASSIGNMENTS	32	32
F.5. REMOVALS RESCINDED	5	4
F.5.a. REINSTATEMENT	1	0
F.5.b. VOLUNTARY RESIGNATION	4	4
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	14	9
F.8. APOLOGY	2	0
F.9. DISCIPLINARY ACTIONS	10	6
F.9.a. RESCINDED	1	5
F.9.b. MODIFIED	9	1
F.10. PERFORMANCE EVALUATION MODIFIED	7	4
F.11. LEAVE RESTORED	26	15
F.12. NEUTRAL REFERENCE	6	3
F.13.	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)	3275	2260358	690.18564		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	30	908	30.266666	89	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	278	28629	102.98201	1818	
A.2. COMPLAINTS PENDING IN INVESTIGATION	541	90913	168.04621	1915	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	1683	1567170	931.17647	3203	570-2018-00096X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	743	572738	770.84522	4211	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	1177	342959	291.38
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	343	89333	260.45
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	150	23109	154.06
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	153	40574	265.19
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	130	34506	265.43
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	23	6068	263.83
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	40	25650	641.25
A.2. AGENCY INVESTIGATION COSTS	\$1,123,397.35		\$3,275.21
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	834	253626	304.11
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	278	42426	152.61
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	370	95559	258.27
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	210	52257	248.84
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	160	43302	270.64
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	186	115641	621.73
A.4. CONTRACTOR INVESTIGATION COSTS	\$2,626,931.57		\$3,149.80

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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	1,743	1,684		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	740	719		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,003	982		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS		
C.1. INHOUSE	166	162		
C.2. ANOTHER FEDERAL AGENCY	206	204		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	124	123		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	7	7		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.6.Mediator: Other	1	1		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	504	496	26,503	52.59
D.1. MEDIATION	488	480	25,908	53.09
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	16	16	595	37.19
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	1,003	982	48,708	48.56
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	83	83	4,697	56.59
E.1.b. NO FORMAL COMPLAINT FILED	372	369	16,825	45.23
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	291	289	15,634	53.73
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	226	225	10,161	44.96
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	31	31	1,391	44.87

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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	312	287		
B.2. REJECTED BY COMPLAINANT	197	181		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	115	113		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	52	51		
C.1. INHOUSE	33	33		
C.2. ANOTHER FEDERAL AGENCY	9	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)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.6. Mediator: Other	1	1		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	52	51	3016	58.00
D.1. MEDIATION	52	51	3016	58.00
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	0	0	0	0.00
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	115	113	8603	74.81
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	24	24	3186	132.75
E.1.b. WITHDRAWAL FROM EEO PROCESS	11	11	852	77.45
E.1.c. NO RESOLUTION	54	52	2969	54.98
E.1.d. NO ADR ATTEMPT	26	26	1596	61.38
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	16	16	\$371,622.21	
F.1.a. COMPENSATORY DAMAGES	3	3	\$12,100.00	
F.1.b. BACKPAY/FROTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	7	7	\$154,722.21	
F.1.d. ATTORNEY FEES AND COSTS	8	8	\$204,800.00	
F.1.e.	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	18	18		
F.2.a. HIRES	3	3		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	3	3		
F.2.b. PROMOTIONS	1	1		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	1	1		
F.2.c. EXPUNGEMENTS	1	1		
F.2.d. REASSIGNMENTS	9	9		
F.2.e. REMOVALS RESCINDED	3	3		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	3	3		
F.2.f. ACCOMMODATIONS	0	0		
F.2.g. TRAINING	1	1		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	2	2		
F.2.i.i. RESCINDED	1	1		
F.2.i.ii. MODIFIED	1	1		
F.2.j. PERFORMANCE EVALUATION MODIFIED	0	0		
F.2.k. LEAVE RESTORED	4	4		
F.2.l. NEUTRAL REFERENCE	1	1		
F.2.m.	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	211421	
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	12	
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	9	
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0	
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	3	
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0	
	AMOUNT	
D. EEO ADR FUNDING SPENT	\$558,750.00	
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, 2018 through September 30, 2019 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: 25-10-2019

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

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Form 462 Comments

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

PART III

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, Investigators, Contract + B.2.c. ES Receiving no training at all, Couns/Investig, Agency + B.2.c. ES Receiving no training at all, Counselors, Contract | = | 0 | 16 | 0 | Mandatory Mission requirement - job commitments

HSBC - 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, Investigators, Contract + B.1.c. NS Receiving no training at all, Couns/Investig, Agency + B.1.c. NS Receiving no training at all, Counselors, Contract | = | 0 | 2 | 0 | The agency has 4 new staff and 10 experienced staff. Of the 4 new staff members: 1 was a new counselor and received the required 32 hours; 1 had already obtained the 32-hours of training at his previous agency and so received the required 8 hours at this agency; 2 new staff were hired in the second half of September 2019 and have not yet received their training. The latter 2 new staff will receive their training shortly, and are not counseling cases or otherwise acting as EEO Counselors in the meantime.

HSBC - 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 | 6 | 0 | The agency has 4 new staff and 10 experienced staff. Of the 4 new staff members: 1 was a new counselor and received the required 32 hours; 1 had already obtained the 32-hours of training at his previous agency and so received the required 8 hours at this agency; 2 new staff were hired in the second half of September 2019 and have not yet received their training. The latter 2 new staff will receive their training shortly, and are not counseling cases or otherwise acting as EEO Counselors in the meantime. The agency's two investigating contractors have 8 new staff. Of those 8: 3 were new investigators and received the required 32 hours; and 5 had already obtained the 32-hour training at their previous employer and so received the required 8 hours this year.

Part III

HSAD - B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 16 | 0 | Mandatory Mission requirement - job commitments

HSBC - B.1.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 2 | 0 | The agency has 4 new staff and 10 experienced staff. Of the 4 new staff members: 1 was a new counselor and received the required 32 hours; 1 had already obtained the 32-hours of training at his previous agency and so received the required 8 hours at this agency; 2 new staff were hired in the second half of September 2019 and have not yet received their training. The latter 2 new staff will receive their training shortly, and are not counseling cases or otherwise acting as EEO Counselors in the meantime.

PART X

HSAB - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 7 | 0 | Shared Neutrals

PART XI

HSCB - E.1.b. WITHDRAWN FROM EEO PROCESS, AVERAGE DAYS | between | 0 and 100 | 399 | 100 | During FY19, the agency had multiple years of backlog cases. Therefore, case age is unusually high, which has caused the average day to be outside of the normal range.

HSCB - E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary), AVERAGE DAYS | between | 0 and 100 | 198.40000000000001 | 100 | During FY19, the agency had multiple years of backlog cases. Therefore, case age is unusually high, which has caused the average day to be outside of the normal range.

Part XI