

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 2020

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
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TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	2,252	2,137
C.1. COUNSELED WITHIN 30 DAYS	854	814
C.2. COUNSELED WITHIN 31 TO 90 DAYS	1,324	1,285
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	307	297
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	979	958
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	38	38
C.3. COUNSELED BEYOND 90 DAYS	74	73
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	366	363
D.2. INITIATED DURING THE REPORTING PERIOD	2,181	2,065
D.3. COMPLETED/ENDED COUNSELINGS	2,252	2,137
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	101	101
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	878	856
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1,211	1,157
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	62	62
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	295	292

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$50,000.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$50,000.00
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	3	3
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	2	2
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
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F.9.a. RESCINDED	0	0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	1	1
F.11. LEAVE RESTORED	0	0
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	10	10	\$154,403.00
G.1. COMPENSATORY DAMAGES	1	1	\$5,000.00
G.2. BACKPAY/FRONTPAY	1	1	\$1,253.00
G.3. LUMP SUM PAYMENT	5	5	\$120,900.00
G.4. ATTORNEY FEES AND COSTS	4	4	\$27,250.00
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	90	90
H.1. HIRES	3	3
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	3	3
H.2. PROMOTIONS	3	3
H.2.a. RETROACTIVE	2	2
H.2.b. NON-RETROACTIVE	1	1
H.3. EXPUNGEMENTS	4	4
H.4. REASSIGNMENTS	55	55
H.5. REMOVALS RESCINDED	4	4
H.5.a. REINSTATEMENT	2	2
H.5.b. VOLUNTARY RESIGNATION	2	2
H.6. ACCOMMODATIONS	1	1
H.7. TRAINING	16	16
H.8. APOLOGY	1	1
H.9. DISCIPLINARY ACTIONS	5	5
H.9.a. RESCINDED	2	2
H.9.b. MODIFIED	3	3
H.10. PERFORMANCE EVALUATION MODIFIED	5	5
H.11. LEAVE RESTORED	10	10
H.12. NEUTRAL REFERENCE	0	0
H.13.	0	0
H.14.	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	4	4

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PART II - FORMAL COMPLAINT ACTIVITIES

3,226	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1,276	B. COMPLAINTS FILED
10	C. REMANDS (sum of lines C1+C2+C3)
6	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
4,508	D. TOTAL COMPLAINTS
4,408	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
1,336	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
100	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
36	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
3,140	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1,216	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
48	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	213,653			
A.1.b. PERMANENT EMPLOYEES	192,855			
A.2. COUNSELOR	101		12	
A.2.a. FULL-TIME	79	78.22	5	41.67
A.2.b. PART-TIME	3	2.97	7	58.33
A.2.c. COLLATERAL DUTY	19	18.81	0	0.00
A.3. INVESTIGATOR	19		171	
A.3.a. FULL-TIME	17	89.47	78	45.61
A.3.b. PART-TIME	1	5.26	93	54.39
A.3.c. COLLATERAL DUTY	1	5.26	0	0.00
A.4. COUNSELOR/INVESTIGATOR	0		2	
A.4.a. FULL-TIME	0	0.00	0	0.00
A.4.b. PART-TIME	0	0.00	2	100.00
A.4.c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	2	0	0	2	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	2	0	0	2	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	99	12	19	169	0	2
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	97	12	16	169	0	2
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	2	0	3	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 Patricia Nation	
	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 Patricia Nation	
	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	1	0	18	11	3	13	1	40	206	111	110
B. ASSIGNMENT OF DUTIES	0	3	0	45	5	1	25	4	94	396	178	177
C. AWARDS	0	1	0	3	4	0	5	0	18	59	22	22
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	9	0	58	13	0	47	10	132	524	207	206
E.1. DEMOTION	0	1	0	0	1	0	4	1	6	31	10	10
E.2. REPRIMAND	1	7	0	16	4	0	14	3	40	158	62	62
E.3. SUSPENSION	0	0	0	25	6	0	17	4	47	176	65	64
E.4. REMOVAL	0	0	0	6	0	0	5	0	7	49	21	21
E.5. DISCIPLINARY WARNING	0	1	0	11	2	0	7	2	32	110	49	49
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	3	2	0	1	1	5	39	22	22
G. PERF. EVAL./APPRAISAL	0	4	0	34	11	0	23	7	85	325	118	118
H. EXAMINATION/TEST	2	0	0	0	0	0	0	0	5	20	10	10
I. HARASSMENT	3	24	0	171	43	2	109	34	418	1,682	707	682
I.1. NON-SEXUAL	3	24	0	171	43	2	109	34	389	1,610	658	633
I.2. SEXUAL									29	72	49	49
J. MEDICAL EXAMINATION	0	0	0	6	1	0	3	0	12	60	25	25
K. PAY INCLUDING OVERTIME	0	2	0	16	3	0	10	2	33	134	54	54
L. PROMOTION/NON-SELECTION	0	9	0	48	15	0	34	10	90	487	195	192
M. REASSIGNMENT	0	3	0	14	9	0	8	3	39	145	57	57
M.1. DENIED	0	1	0	6	4	0	4	0	17	57	21	21
M.2. DIRECTED	0	2	0	8	5	0	4	3	22	88	36	36
N. REASONABLE ACCOMMODATION									67	195	118	118
O. REINSTATEMENT	0	0	0	0	0	0	0	0	1	2	2	2
P. RELIGIOUS ACCOMODATION								8	4	12	8	8
Q. RETIREMENT	0	0	0	0	0	0	0	0	2	14	8	8
R. SEX-STEROTYPING										1	1	1
S. TELEWORK	0	0	0	11	0	0	6	1	15	65	28	28
T. TERMINATION	0	6	0	42	8	1	27	7	55	320	130	129
U. TERMS/CONDITIONS OF EMPLOYMENT	1	2	0	32	9	0	25	6	74	289	116	113
V. TIME AND ATTENDANCE	0	4	0	16	4	0	10	2	47	203	93	92
W. TRAINING	0	4	0	12	2	0	6	2	18	100	39	39
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	7	73	0	529	140	7	352	98	1,254			

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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	5	42	0	304	81	6	193	53	681			
TOTAL ALL COMPLAINANTS BY BASES	5	41	0	295	80	6	184	53	641			

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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	11	17	0	2	14	4			30	18	23	0	206	111	110
B. ASSIGNMENT OF DUTIES	18	47	0	2	24	7			63	20	38	0	396	178	177
C. AWARDS	1	8	0	0	3	2			8	2	4	0	59	22	22
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	33	50	0	4	17	17			66	19	48	0	524	207	206
E.1. DEMOTION	2	5	0	0	1	1			3	1	5	0	31	10	10
E.2. REPRIMAND	4	18	0	2	4	5			18	6	16	0	158	62	62
E.3. SUSPENSION	14	14	0	1	7	4			23	4	10	0	176	65	64
E.4. REMOVAL	4	3	0	0	4	3			6	5	6	0	49	21	21
E.5. DISCIPLINARY WARNING	9	10	0	1	1	4			16	3	11	0	110	49	49
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	4	3	0	0	3	2			9	1	4	0	39	22	22
G. EVALUATION/APPRaisal	14	41	0	0	10	15			44	7	30	0	325	118	118
H. EXAMINATION/TEST	0	3	0	0	1	2			2	3	2	0	20	10	10
I. HARASSMENT	83	226	3	9	58	57			196	74	170	2	1,682	707	682
I.1. NON-SEXUAL	75	191	3	9	58	57			196	74	170	2	1,610	658	633
I.2. SEXUAL	8	35	0	0									72	49	49
J. MEDICAL EXAMINATION	0	3	0	0	3	1			6	7	17	1	60	25	25
K. PAY INCLUDING OVERTIME	4	13	0	0	5	5	1	2	14	6	18	0	134	54	54
L. PROMOTION/NON-SELECTION	31	55	2	0	22	23			100	16	31	1	487	195	192
M. REASSIGNMENT	8	14	0	1	3	4			27	3	9	0	145	57	57
M.1. DENIED	2	6	0	1	1	1			11	0	3	0	57	21	21
M.2. DIRECTED	6	8	0	0	2	3			16	3	6	0	88	36	36
N. REASONABLE ACCOMMODATION DISABILITY				1						37	89	1	195	118	118
O. REINSTATEMENT	0	1	0	0	0	0			0	0	0	0	2	2	2
P. RELIGIOUS ACCOMMODATION													12	8	8
Q. RETIREMENT	1	0	0	0	0	0			6	2	3	0	14	8	8
R. SEX-STEROTYPING	0	1	0										1	1	1
S. TELEWORK	3	4	0	0	2	5			9	2	7	0	65	28	28
T. TERMINATION	14	32	1	2	9	13			39	22	40	2	320	130	129
U. TERMS/CONDITIONS OF EMPLOYMENT	12	31	0	4	13	6			30	13	30	1	289	116	113
V. TIME AND ATTENDANCE	7	22	0	4	11	8			19	11	38	0	203	93	92
W. TRAINING	2	13	0	0	6	5			18	4	8	0	100	39	39
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	246	584	6	29	204	176	1	2	686	267	609	8			

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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	145	322	6	14	112	98	1	2	409	147	315	6			
TOTAL ALL COMPLAINANTS BY BASES	142	315	6	13	105	96	1	2	394	143	308	6			

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

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	BASES 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 SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	2	0	4	0	0	0	1	12	21	11	11	36	14	14
B. ASSIGNMENT OF DUTIES	0	1	0	7	1	0	4	0	19	7	6	6	91	35	35
C. AWARDS	0	0	0	3	1	0	1	0	6	0	0	0	24	10	10
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	2	1	0	14	8	0	10	4	28	18	14	14	140	53	53
E.1. DEMOTION	0	0	0	0	0	0	0	0	2	0	0	0	8	4	4
E.2. REPRIMAND	2	1	0	6	2	0	3	3	10	5	4	4	45	17	17
E.3. SUSPENSION	0	0	0	3	2	0	1	0	6	2	2	2	21	9	9
E.4. REMOVAL	0	0	0	1	0	0	1	0	2	5	3	3	15	6	6
E.5. DISCIPLINARY WARNING	0	0	0	4	4	0	5	1	8	6	5	5	51	17	17
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	2	1	0	1	1	4	1	1	1	17	8	8
G. PERF. EVAL./APPRAISAL	0	0	0	12	4	0	5	2	17	22	11	11	68	30	30
H. EXAMINATION/TEST	0	0	0	0	1	0	0	0	0	0	0	0	3	2	2
I. HARASSMENT	2	5	0	42	10	3	17	11	84	88	49	49	676	119	115
I.1. NON-SEXUAL	2	5	0	42	10	3	17	11	82	81	46	46	665	114	110
I.2. SEXUAL									2	7	6	6	11	8	8
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1
K. PAY INCLUDING OVERTIME	0	0	0	3	1	0	2	0	5	4	4	4	28	12	12
L. PROMOTION/NON-SELECTION	1	0	0	14	1	0	5	5	27	25	12	12	165	37	35
M. REASSIGNMENT	1	0	0	2	1	1	3	1	6	11	7	7	25	12	12
M.1. DENIED	0	0	0	2	0	0	2	0	1	7	3	3	7	4	4
M.2. DIRECTED	1	0	0	0	1	1	1	1	5	4	4	4	18	8	8
N. REASONABLE ACCOMMODATION									13	11	8	8	55	27	27
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								4	3	1	1	1	8	3	3
Q. RETIREMENT	0	0	0	1	0	0	0	0	0	3	1	1	0	0	0
R. SEX-STEROTYPING										0	0	0	1	1	1
S. TELEWORK	0	0	0	2	0	0	1	0	1	1	1	1	7	3	3
T. TERMINATION	0	1	0	6	1	0	5	1	12	11	5	5	54	20	20
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	10	6	0	5	0	22	10	5	5	85	31	31
V. TIME AND ATTENDANCE	0	0	0	1	3	0	1	3	14	4	3	3	56	23	23
W. TRAINING	0	0	0	3	1	0	3	0	4	1	1	1	23	8	8
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	32	0	0	4	2	44						

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 2020

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	3	0	20	0	0	1	2	31						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	3	0	20	0	0	1	2	31						
2. COMPLAINT SETTLEMENT ALLEGATIONS	6	7	0	94	40	4	59	31	234						
2.2A. NUMBER OF COMPLAINTS SETTLED	3	6	0	51	17	3	27	14	116						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	3	6	0	47	17	2	24	13	106						

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 2020

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	6	6	1	0	2	1			6	1	2	0	21	11	11	36	14	14
B. ASSIGNMENT OF DUTIES	2	14	0	2	3	3			10	3	13	0	7	6	6	91	35	35
C. AWARDS	1	3	0	0	1	0			4	0	4	0	0	0	0	24	10	10
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	8	21	0	1	6	5			22	5	17	0	18	14	14	140	53	53
E.1. DEMOTION	1	2	0	0	0	0			0	0	1	0	0	0	0	8	4	4
E.2. REPRIMAND	2	6	0	1	1	3			7	0	3	0	5	4	4	45	17	17
E.3. SUSPENSION	1	2	0	0	1	0			3	2	2	0	2	2	2	21	9	9
E.4. REMOVAL	1	3	0	0	1	0			4	1	5	0	5	3	3	15	6	6
E.5. DISCIPLINARY WARNING	3	8	0	0	3	2			8	2	6	0	6	5	5	51	17	17
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	0	3	0	0	0	0			3	1	2	0	1	1	1	17	8	8
G. EVALUATION/APPRaisal	3	12	0	1	2	4			12	4	8	0	22	11	11	68	30	30
H. EXAMINATION/TEST	0	0	0	0	0	0			0	1	1	0	0	0	0	3	2	2
I. HARASSMENT	18	65	2	4	9	13			42	15	34	1	88	49	49	676	119	115
I.1. NON-SEXUAL	16	55	1	4	9	13			42	15	34	1	81	46	46	665	114	110
I.2. SEXUAL	2	10	1	0									7	6	6	11	8	8
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1
K. PAY INCLUDING OVERTIME	0	6	0	0	0	1	0	0	3	1	7	0	4	4	4	28	12	12
L. PROMOTION/NON-SELECTION	1	11	0	0	4	5			17	3	15	0	25	12	12	165	37	35
M. REASSIGNMENT	3	8	0	0	0	2			3	2	2	0	11	7	7	25	12	12
M.1. DENIED	0	4	0	0	0	1			1	2	0	0	7	3	3	7	4	4
M.2. DIRECTED	3	4	0	0	0	1			2	0	2	0	4	4	4	18	8	8
N. REASONABLE ACCOMMODATION DISABILITY				1						10	29	0	11	8	8	55	27	27
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													1	1	1	8	3	3
Q. RETIREMENT	0	1	0	0	0	0			1	0	0	0	3	1	1	0	0	0
R. SEX-STEROTYPING	0	1	0										0	0	0	1	1	1
S. TELEWORK	0	2	0	0	0	1			0	0	1	0	1	1	1	7	3	3
T. TERMINATION	2	4	0	2	0	4			5	5	17	0	11	5	5	54	20	20
U. TERMS/CONDITIONS OF EMPLOYMENT	1	12	0	2	1	0			6	3	11	0	10	5	5	85	31	31
V. TIME AND ATTENDANCE	1	6	0	0	1	1			5	2	11	0	4	3	3	56	23	23
W. TRAINING	0	4	0	0	1	0			3	0	2	0	1	1	1	23	8	8
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	9	48	1	1	8	10	0	0	26	20	24	0						

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

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2020

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	32	1	1	6	4	0	0	18	12	18	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	6	32	1	1	6	4	0	0	18	12	18	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	37	131	2	12	22	30	0	0	116	36	152	1						
2.2A. NUMBER OF COMPLAINTS SETTLED	22	65	2	6	13	16	0	0	61	21	75	1						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	21	64	2	6	12	16	0	0	55	21	74	1						

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AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2020

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	2	2	2	2	2
B. ASSIGNMENT OF DUTIES	0	0	0	0	1	0	0	0	2	5	1	1	6	3	6	3	3
C. AWARDS	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	2	2	1	1	6	2	6	2	2
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	2	1	2	1	1	
E.4. REMOVAL	0	0	0	0	0	0	0	0	1	0	0	0	4	1	4	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	0	0	1	0	0	1	0	3	8	3	3	5	4	5	4	4
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	1	0	2	4	0	2	0	12	18	9	9	32	12	32	12	10
I.1. NON-SEXUAL	0	1	0	2	4	0	2	0	11	14	6	6	32	12	32	12	10
I.2. SEXUAL									1	4	3	3	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	1	1	1	1	1	1	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	1	1	1	2	1	1	2	1	4	11	5	5	4	2	4	2	2
M. REASSIGNMENT	0	0	0	0	0	0	1	0	4	7	2	2	8	4	8	4	4
M.1. DENIED	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
M.2. DIRECTED	0	0	0	0	0	0	1	0	3	7	2	2	7	3	7	3	3
N. REASONABLE ACCOMMODATION									2	2	1	1	5	3	5	3	2
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	1	1	1	1	1	1	1	1
T. TERMINATION	0	0	0	0	0	0	0	0	1	3	1	1	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	1	3	2	2	3	2	3	2	2
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	1	2	1	1	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
I. Final Agency Decision Findings	0	1	0	4	2	0	4	0	15								

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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	1	0	4	1	0	3	0	8								
1.1b. Number Complainants Issued FAD Findings	0	1	0	4	1	0	2	0	7								
2. AJ Decision Findings	0	0	0	1	3	0	1	0	18								
2.2a. Number AJ Decisions With Findings	0	0	0	1	3	0	1	0	13								
3. Final Agency Order Findings Implemented	0	0	0	1	3	0	1	0	18								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	1	3	0	1	0	13								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	1	1	0	1	0	9								

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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 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	0	0	0	0	0	0			0	0	2	0	0	0	0	2	2	2	2	2
B. ASSIGNMENT OF DUTIES	1	1	0	0	1	0			2	2	1	0	5	1	1	6	3	6	3	3
C. AWARDS	0	0	0	0	0	0			1	0	0	0	2	1	1	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	2	0	0	1	0			1	0	2	0	2	1	1	6	2	6	2	2
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	1	0	2	1	1	0	0	0	0	0
E.3. SUSPENSION	0	1	0	0	1	0			0	0	0	0	0	0	2	1	2	1	1	1
E.4. REMOVAL	0	1	0	0	0	0			1	0	1	0	0	0	0	4	1	4	1	1
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	1	2	0	0	1	0			2	1	1	0	8	3	3	5	4	5	4	4
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	2	7	0	1	5	0			5	2	7	0	18	9	9	32	12	32	12	10
I.1. NON-SEXUAL	2	4	0	1	5	0			5	2	7	0	14	6	6	32	12	32	12	10
I.2. SEXUAL	0	3	0	0									4	3	3	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	1	0	1	1	1	1	1	1	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	1	1	0	0	2	0			4	0	1	0	11	5	5	4	2	4	2	2
M. REASSIGNMENT	2	1	0	0	2	0			2	2	1	0	7	2	2	8	4	8	4	4
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	1	1	1	1	1	1
M.2. DIRECTED	2	1	0	0	2	0			2	2	1	0	7	2	2	7	3	7	3	3
N. REASONABLE ACCOMMODATION DISABILITY				0						1	4	0	2	1	1	5	3	5	3	2
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	1	0	0	0	0	0			0	0	1	0	1	1	1	1	1	1	1	1
T. TERMINATION	0	0	0	0	0	0			1	0	1	0	3	1	1	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	1	1	0	0	0	0			1	1	1	0	3	2	2	3	2	3	2	2
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	1	0	2	1	1	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
I. Final Agency Decision Findings	4	8	0	0	4	0	0	0	8	4	11	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	3	4	0	0	3	0	0	0	6	2	6	0									
1.1b. Number Complainants Issued FAD Findings	2	4	0	0	2	0	0	0	5	2	6	0									
2. AJ Decision Findings	5	7	0	1	8	0	0	0	11	5	13	0									
2.2a. Number AJ Decisions With Findings	1	4	0	1	6	0	0	0	6	1	10	0									
3. Final Agency Order Findings Implemented	5	7	0	1	8	0	0	0	11	5	13	0									
3.3a. # of Final Orders (Fos) With Findings Implemented	1	4	0	1	6	0	0	0	6	1	10	0									
3.3b. # of Complainants issued FOs with Findings Implemented	1	4	0	1	4	0	0	0	5	1	8	0									

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PART V - SUMMARY OF CLOSURES BY STATUTE

1167	A.1. TITLE VII
18	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
435	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
395	A.3. REHABILITATION ACT
3	A.4. EQUAL PAY ACT (EPA)
5	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
2023	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	1,365	1,086,860	796.23
A.1. WITHDRAWALS	133	39,978	300.59
A.1.a. NON-ADR WITHDRAWALS	119	37,037	311.24
A.1.b. ADR WITHDRAWALS	14	2,941	210.07
A.2. SETTLEMENTS	229	157,707	688.68
A.2.a. NON-ADR SETTLEMENTS	189	144,082	762.34
A.2.b. ADR SETTLEMENTS	40	13,625	340.62
A.3. FINAL AGENCY ACTIONS	1,003	889,175	886.52
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	542	402,834	743.24
B.1. FINDING DISCRIMINATION	20	21,588	1,079.40
B.2. FINDING NO DISCRIMINATION	412	348,709	846.38
B.3. DISMISSAL OF COMPLAINTS	110	32,537	295.79
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	461	486,341	1,054.97
C.1. AJ DECISION FULLY IMPLEMENTED	461	486,341	1,054.97
C.1.a FINDING DISCRIMINATION	24	33,461	1,394.21
C.1.b FINDING NO DISCRIMINATION	401	420,963	1,049.78
C.1.c DISMISSAL OF COMPLAINTS	36	31,917	886.58
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b FINDING NO DISCRIMINATION	0	0	0.00
C.2.c DISMISSAL OF COMPLAINTS	0	0	0.00

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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	432	136,160	315.19
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	128	44,306	346.14
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	10	585	58.50
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	118	43,721	370.52
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	114	47,159	413.68
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	2	105	52.50
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	112	47,054	420.12
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	175	38,039	217.37
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	62	2,971	47.92
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	113	35,068	310.34
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	15	6,656	443.73
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	15	6,656	443.73

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	273	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	193	\$7,120,659.09
B.1. BACK PAY/FRONT PAY	29	\$306,869.86
B.2. LUMP SUM PAYMENT	102	\$3,340,004.48
B.3. COMPENSATORY DAMAGES	55	\$1,603,750.08
B.4. ATTORNEY FEES AND COSTS	88	\$1,870,034.67
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	193	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	2	1
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	1	1
F.2. PROMOTIONS	12	4
F.2.a. RETROACTIVE	8	1
F.2.b. NON-RETROACTIVE	4	3
F.3. EXPUNGEMENTS	8	1
F.4. REASSIGNMENTS	45	46
F.5. REMOVALS RESCINDED	16	1
F.5.a. REINSTATEMENT	7	1
F.5.b. VOLUNTARY RESIGNATION	9	0
F.6. ACCOMMODATIONS	1	2
F.7. TRAINING	26	12
F.8. APOLOGY	0	1
F.9. DISCIPLINARY ACTIONS	18	6
F.9.a. RESCINDED	9	3
F.9.b. MODIFIED	9	3
F.10. PERFORMANCE EVALUATION MODIFIED	9	4
F.11. LEAVE RESTORED	32	17
F.12. NEUTRAL REFERENCE	2	2
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)	3140	2258683	719.32575		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	34	797	23.441176	182	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	208	22876	109.98076	2184	
A.2. COMPLAINTS PENDING IN INVESTIGATION	496	87447	176.30443	1663	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	64	18930	295.78125	474	
A.3. COMPLAINTS PENDING IN HEARINGS	1559	1492313	957.22456	3468	570-2018-00096X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	843	655250	777.28351	4577	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	1185	283352	239.12
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	304	67347	221.54
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	159	24087	151.49
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	134	36677	273.71
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	116	31460	271.21
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	18	5217	289.83
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	11	6583	598.45
A.2. AGENCY INVESTIGATION COSTS	\$957,477.60		\$3,149.60
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	881	216005	245.18
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	402	56968	141.71
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	373	93526	250.74
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	254	62552	246.27
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	119	30974	260.29
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	106	65511	618.03
A.4. CONTRACTOR INVESTIGATION COSTS	\$3,553,514.53		\$4,033.50

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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	1,784	1,706		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	676	651		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,108	1,080		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS		
C.1. INHOUSE	192	185		
C.2. ANOTHER FEDERAL AGENCY	290	288		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	129	127		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	23	23		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.6.Mediator: Other	12	12		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	642	626	31,850	49.61
D.1. MEDIATION	629	613	31,267	49.71
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	12	12	527	43.92
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)	1	1	56	56.00
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	1,108	1,080	52,331	47.23
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	97	97	5,055	52.11
E.1.b. NO FORMAL COMPLAINT FILED	386	380	17,204	44.57
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	438	434	21,782	49.73
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	159	156	7,038	44.26
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	28	28	1,252	44.71

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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		379	353		
B.2. REJECTED BY COMPLAINANT		219	197		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		160	157		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		82	81		
C.1. INHOUSE		35	35		
C.2. ANOTHER FEDERAL AGENCY		23	22		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		17	17		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		6	6		
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)		82	81	6455	78.72
D.1. MEDIATION		79	78	6203	78.52
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		1	1	77	77.00
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)		2	2	175	87.50
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		160	157	14334	89.59
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		40	39	2852	71.30
E.1.b. WITHDRAWAL FROM EEO PROCESS		14	14	1755	125.36
E.1.c. NO RESOLUTION		75	75	4759	63.45
E.1.d. NO ADR ATTEMPT		31	30	4968	160.26
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		13	12	\$251,520.00	
F.1.a. COMPENSATORY DAMAGES		1	1	\$25,000.00	
F.1.b. BACKPAY/FROTPAY		3	2	\$25,720.00	
F.1.c. LUMP SUM		8	7	\$141,266.00	
F.1.d. ATTORNEY FEES AND COSTS		4	4	\$59,534.00	
F.1.e.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		37	36		
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		3	3		
F.2.b.i. RETROACTIVE		1	1		
F.2.b.ii. NON-RETROACTIVE		2	2		
F.2.c. EXPUNGEMENTS		0	0		
F.2.d. REASSIGNMENTS		24	23		
F.2.e. REMOVALS RESCINDED		2	2		
F.2.e.i. REINSTATEMENT		1	1		
F.2.e.ii. VOLUNTARY RESIGNATION		1	1		
F.2.f. ACCOMMODATIONS		1	1		
F.2.g. TRAINING		6	6		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		7	6		
F.2.i.i. RESCINDED		4	3		
F.2.i.ii. MODIFIED		3	3		
F.2.j. PERFORMANCE EVALUATION MODIFIED		2	1		
F.2.k. LEAVE RESTORED		8	7		
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	213653
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	35
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	9
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	1
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	12
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	13
	AMOUNT
D. EEO ADR FUNDING SPENT	\$497,119.00

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, 2019 through September 30, 2020 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:	19-10-2020

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

HSBD - 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 | 4 | 0 | Counselor and investigators left prior to the end of the fiscal year.
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 | 1 | 0 | Mandatory Mission Requirement - Job Commitments

Part III

HSBD - B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 1 | 0 | Counselor left before the end of the fiscal year.
HSBD - B.2.c. Staff Receiving No Training At All (investigators Agency) | > | 0 | 3 | 0 | Investigators left the Agency before the end of the fiscal year.
HSAD - B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 1 | 0 | Mandatory Mission Requirement - Job Commitments

PART X

HSBD - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 12 | 0 | Co-mediators
HSAC - D.8 Multiple Techniques Used, COUNSELINGS | = | 0 | 1 | 0 | Only one counselor and only one mediator was used. Mediation was conducted informal and formal. The information inputted is accurate.
HSAC - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 1 | 0 | Only one counselor and only one mediator was used. Mediation was conducted informal and formal. The information inputted is accurate.
HSAB - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 10 | 0 | Shared Neutrals

PART XI

HSBD - C.4 Multiple Resources Used, COMPLAINTS | = | 0 | 4 | 0 | Co-mediators

HSAC - D.9 Multiple Techniques Used, COMPLAINTS | = | 0 | 2 | 0 | Only one counselor and only one mediator was used. Mediation was conducted informal and formal. The information inputted is accurate.
HSAC - C.4 Multiple Resources Used, COMPLAINTS | = | 0 | 2 | 0 | Only one counselor and only one mediator was used. Mediation was conducted informal and formal. The information inputted is accurate.

Part XI