

**DHS - Equal Employment Opportunity
Data Posted
Pursuant to the No Fear Act:
For 4th Quarter 2014 for period ending
September 30, 2014**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	1457	1202	1297	1211	1210	1217
Number of Complainants	254	293	294	245	229	1185
Repeat Filers	20	18	28	14	16	27

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	334	409	460	413	451	352
Color	95	131	137	147	155	119
Religion	43	56	63	53	58	62
Reprisal	774	541	603	562	580	535
Sex	322	397	474	451	454	398
PDA	0	0	2	7	8	7
National Origin	526	208	222	223	191	178

Equal Pay Act	1	0	4	2	3	12
Age	288	356	430	401	422	336
Disability	214	279	327	288	275	283
Genetics	0	3	4	2	6	4
Non-EEO	23	42	85	72	80	78
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	46	56	80	67	68	54
Assignment of Duties	365	107	103	104	98	103
Awards	14	21	25	20	21	14
Conversion to Full-time	1	0	2	1	1	2
Disciplinary Action						
Demotion	6	9	12	18	8	7
Reprimand	49	58	88	73	75	48
Suspension	27	63	74	65	63	58
Removal	14	17	31	34	24	38
Other	15	30	49	22	28	56
Duty Hours	15	23	34	17	21	17
Evaluation Appraisal	60	91	98	94	80	72
Examination/Test	6	7	6	4	10	8
Harassment						
Non-Sexual	588	406	476	474	498	459
Sexual	45	50	41	36	46	35

Medical Examination	4	10	8	12	8	13
Pay (Including Overtime)	17	16	39	26	34	43
Promotion/Non-Selection	223	232	246	262	272	161
Reassignment						
Denied	24	24	30	25	30	23
Directed	41	36	55	40	34	42
Reasonable Accommodation	37	52	64	65	59	65
Reinstatement	7	6	7	11	3	3
Retirement	4	8	8	9	3	3
Termination	138	188	163	86	102	81
Terms/Conditions of Employment	347	163	220	120	105	96
Time and Attendance	30	47	52	56	46	47
Training	24	35	33	36	31	22
Other	79	88	64	31	34	65
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	235.57	215.02	237.91	233.08	239.62	261.17
Average number of days in final action	223.57	392.42	152.84	87.98	105.46	71.84
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	219.26	204.35	231.61	230.90	233.35	252.26
Average number of days in final action	26.29	61.80	71.68	54.35	54.59	39.93
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	251.51	231.26	253.09	237.04	250.33	278.49						
Average number of days in final action	710.59	752.81	234.00	138.21	167.77	118.27						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009	2010	2011	2012	2013							
Total Complaints Dismissed by Agency	171	195	137	156	126	125						
Average days pending prior to dismissal	285	379	169	130	105	153						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	73	112	108	137	100	99						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009	2010	2011	2012	2013							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12		4		8		16		19		12	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	12	100	4	100	8	100	16	100	19	100	12	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009	2010	2011	2012	2013							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		5		9		9		19		23	

Race	3	38	1	20	2	22	0	0	4	21	5	22
Color	0	0	0	0	2	22	1	11	1	5	1	4
Religion	0	0	0	0	1	11	0	0	0	0	0	0
Reprisal	3	38	2	40	4	44	5	56	10	53	11	48
Sex	3	38	1	20	1	11	4	44	7	37	11	48
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	13	0	0	1	11	1	11	2	11	4	17
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	40	1	11	2	22	1	5	5	22
Disability	0	0	1	20	3	33	1	11	6	32	7	30
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	11	0	0	1	4
Findings After Hearing	8		4		6		8		5		6	
Race	3	38	1	25	2	33	0	0	1	20	1	17
Color	0	0	0	0	2	33	0	0	0	0	0	0
Religion	0	0	0	0	1	17	0	0	0	0	0	0
Reprisal	3	38	2	50	2	33	5	63	4	80	3	50
Sex	3	38	0	0	1	17	4	50	2	40	1	17
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	13	0	0	1	17	0	0	1	20	1	17
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	50	1	17	2	25	1	20	1	17
Disability	0	0	1	25	2	33	1	13	1	20	3	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	13	0	0	0	0

Findings Without Hearing	0		1		3		1		14		17	
Race	0	0	0	0	0	0	0	0	3	21	4	24
Color	0	0	0	0	0	0	1	100	1	7	1	6
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	2	67	0	0	6	43	8	47
Sex	0	0	1	100	0	0	0	0	5	36	10	59
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	1	7	3	18
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	4	24
Disability	0	0	0	0	1	33	0	0	5	36	4	24
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	1	6
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		5		9		9		19		23	
Appointment/Hire	0	0	0	0	1	11	0	0	1	5	2	9
Assignment of Duties	0	0	0	0	0	0	2	22	1	5	2	9
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	1	13	0	0	0	0	0	0	0	0	0	0

Reprimand	0	0	0	0	1	11	0	0	2	11	0	0
Suspension	0	0	0	0	0	0	0	0	1	5	2	9
Removal	1	13	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	1	4
Duty Hours	0	0	0	0	1	11	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	11	1	5	1	4
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	50	1	20	1	11	2	22	9	47	10	43
Sexual	0	0	1	20	0	0	0	0	1	5	3	13
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	1	11	0	0	0	0
Promotion/Non-Selection	3	38	2	40	0	0	3	33	1	5	5	22
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	20	0	0	0	0	2	11	3	13
Reasonable Accommodation	0	0	0	0	2	22	1	11	2	11	1	4
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	20	2	22	1	11	1	5	3	13
Terms/Conditions of Employment	0	0	1	20	2	22	0	0	3	16	2	9
Time and Attendance	0	0	0	0	0	0	0	0	1	5	1	4
Training	0	0	2	40	0	0	1	11	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	11	1	5	1	4

Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	1	7	4	24
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	3	18
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	1	7	1	6
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	33	0	0	0	1	7	2	12
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	2	14	2	12
Time and Attendance	0	0	0	0	0	0	0	0	0	1	7	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	1	7	1	6
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data												
	Previous Fiscal Year Data					2014Thru09-30							
	2009	2010	2011	2012	2013								
Total complaints from previous Fiscal Years	1011	788	732	942	950	1137							
Total Complainants	937	728	679	861	895	1071							
Number complaints pending													
Investigation	87	65	49	90	117	106							
ROI issued, pending Complainant's action	9	12	6	6	12	8							
Hearing	511	427	551	672	714	919							
Final Agency Action	265	235	109	154	105	102							
Appeal with EEOC Office of Federal Operations	161	240	393	540	729	901							

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	233	164	189	189	212	165