

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 2014

**PART I - PRE-COMPLAINT ACTIVITIES**

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
<b>TOTAL COMPLETED/ENDED COUNSELING</b>		
	COUNSELING	INDIVIDUALS
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>	2,067	1,991
C.1. COUNSELED WITHIN 30 DAYS	449	434
C.2. COUNSELED WITHIN 31 TO 90 DAYS	1,439	1,403
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	313	305
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	999	979
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	127	126
C.3. COUNSELED BEYOND 90 DAYS	179	178
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
<b>D. PRE-COMPLAINT ACTIVITIES</b>		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	386	384
D.2. INITIATED DURING THE REPORTING PERIOD	2,079	2,019
D.3. COMPLETED/ENDED COUNSELINGS	2,067	1,991
D.3.a. SETTLEMENTS (MONETARY AND NON- MONETARY)	108	108
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	757	742
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1,137	1,112
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	65	65
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	398	397

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

	COUNSELING	INDIVIDUALS	AMOUNT
<b>E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL</b>	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5. Other	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00
E.7.	0	0	\$0.00

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

	COUNSELING	INDIVIDUALS
<b>F. NON-ADR SETTLEMENTS WITH NON- MONETARY BENEFITS TOTAL</b>	17	17
F.1. HIRES	1	1
F.1.a. RETROACTIVE	1	1
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	2	2
F.4. REASSIGNMENTS	6	6
F.5. REMOVALS RESCINDED	1	1
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	1	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	4	4
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F.9.a. RESCINDED	0	0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	3	3
F.11. LEAVE RESTORED	0	0
F.12.	0	0
F.12. NO DIRECT CONTACT	1	1
F.12. Terms & Conditions	1	1
F.13.	0	0

**G. ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
<b>G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL</b>	11	11	\$82,882.79
G.1. COMPENSATORY DAMAGES	1	1	\$21,000.00
G.2. BACKPAY/FRONTPAY	2	2	\$618.79
G.3. LUMP SUM PAYMENT	6	6	\$44,714.00
G.4. ATTORNEY FEES AND COSTS	4	4	\$16,550.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00
G.7.	0	0	\$0.00

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

	COUNSELING	INDIVIDUALS
<b>H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL</b>	87	87
H.1. HIRES	1	1
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	1	1
H.2. PROMOTIONS	0	0
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	14	14
H.4. REASSIGNMENTS	20	20
H.5. REMOVALS RESCINDED	5	5
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	5	5
H.6. ACCOMMODATIONS	4	4
H.7. TRAINING	12	12
H.8. APOLOGY	1	1
H.9. DISCIPLINARY ACTIONS	10	10
H.9.a. RESCINDED	6	6
H.9.b. MODIFIED	4	4
H.10. PERFORMANCE EVALUATION MODIFIED	11	11
H.11. LEAVE RESTORED	5	5
H.12. Terms/Condition of Employment	20	20
H.12.	0	0
H.12. Terms & Condition of Employment	9	9
H.12. Terms/Condition of Employment	8	8
H.12. Terms/Condition of Employment	3	3
H.12. Improved Terms/Conditions of Employment	3	3
H.13.	0	0
H.13. Neutral Reference Check	3	3

**I. NON-ADR SETTLEMENTS**

	COUNSELING	INDIVIDUALS
<b>TOTAL</b>	17	17

**PART II - FORMAL COMPLAINT ACTIVITIES**

1,937	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1,213	B. COMPLAINTS FILED
12	C. REMANDS (sum of lines C1+C2+C3)
10	C.1. REMANDS (NOT INCLUDED IN A OR B)
2	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
1	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
3,160	D. TOTAL COMPLAINTS
3,056	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
951	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
104	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
28	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
2,182	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1,181	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
46	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	191,975			
A.1.b. PERMANENT EMPLOYEES	180,647			
<b>A.2. COUNSELOR</b>	196		12	
A.2.a. FULL-TIME	62	31.63	12	100.00
A.2.b. PART-TIME	61	31.12	0	0.00
A.2.c. COLLATERAL DUTY	73	37.24	0	0.00
<b>A.3. INVESTIGATOR</b>	57		164	
A.3.a. FULL-TIME	22	38.60	64	39.02
A.3.b. PART-TIME	0	0.00	100	60.98
A.3.c. COLLATERAL DUTY	35	61.40	0	0.00
<b>A.4. COUNSELOR/INVESTIGATOR</b>	0		3	
A.4.a. FULL-TIME	0	0.00	0	0.00
A.4.b. PART-TIME	0	0.00	3	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>B.1. NEW STAFF - TOTAL</b>	39	0	25	2	0	1
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	39	0	24	2	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	1
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	1	0	0	0
<b>B.2. EXPERIENCED STAFF - TOTAL</b>	157	12	32	162	0	2
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	124	8	19	147	0	2
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	25	4	13	15	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	8	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 Megan Mack	
	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 Megan Mack	
	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	2	1	0	10	1	1	7	3	14	98	52	52
B. ASSIGNMENT OF DUTIES	0	5	0	20	6	0	7	4	59	204	104	104
C. AWARDS	0	0	0	6	1	0	3	1	10	32	13	13
D. CONVERSION TO FULL TIME	0	0	0	1	0	0	0	0	1	2	2	2
E. DISCIPLINARY ACTION	0	3	0	38	9	0	24	3	79	356	196	196
E.1. DEMOTION	0	0	0	2	0	0	0	0	3	12	7	7
E.2. REPRIMAND	0	1	0	11	4	0	8	1	28	108	54	54
E.3. SUSPENSION	0	1	0	18	3	0	10	1	37	120	56	56
E.4. REMOVAL	0	1	0	7	2	0	6	1	9	113	77	77
E.5 5. OTHER	0	0	0	0	0	0	0	0	0	0	0	0
E.5 5.	0	0	0	0	0	0	0	0	0	0	0	0
E.5.	0	0	0	0	0	0	0	0	0	0	0	0
E.5. Other-Letter of Direction	0	0	0	0	0	0	0	0	2	3	2	2
E.6.	0	0	0	0	0	0	0	0	0	0	0	0
E.6 6.	0	0	0	0	0	0	0	0	0	0	0	0
E.7 7.	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	2	2	0	1	1	9	38	19	19
G. EVALUATION/APPRaisal	0	2	0	17	5	0	10	2	32	158	69	68
H. EXAMINATION/TEST	0	0	0	0	1	0	1	0	5	19	8	8
I. HARASSMENT	4	16	0	100	42	2	56	34	271	1,097	482	472
I.1. NON-SEXUAL	4	16	0	100	42	2	56	34	260	1,054	450	440
I.2. SEXUAL									11	43	32	32
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	1	9	26	13	13
K. PAY INCLUDING OVERTIME	0	1	0	6	3	0	1	0	22	84	44	44
L. PROMOTION/NON-SELECTION	3	7	0	32	13	0	21	16	79	393	159	155
M. REASSIGNMENT	0	1	0	6	10	0	4	4	26	127	65	64
M.1. DENIED	0	0	0	2	6	0	1	2	13	49	22	22
M.2. DIRECTED	0	1	0	4	4	0	3	2	13	78	43	42
N. REASONABLE ACCOMMODATION								5	22	96	66	65
O. REINSTATEMENT	0	0	0	0	0	0	0	0	1	7	3	3
P. RETIREMENT	0	0	0	0	0	0	0	0	0	3	2	2
Q. TERMINATION	0	1	0	13	3	0	11	4	31	204	85	85
R. TERMS/CONDITIONS OF EMPLOYMENT	0	3	0	26	3	0	12	6	85	267	99	99
S. TIME AND ATTENDANCE	0	0	0	9	5	0	2	2	26	79	43	43
T. TRAINING	0	1	0	9	2	0	2	2	13	55	22	22
U. OTHER	0	0	0	1	0	0	0	0	1	3	1	1
U.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0
U.1. 1. CONSTRUCTIVE DISCHARGE	0	0	0	0	0	0	0	0	0	0	0	0
U.1. Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
U.1.1.	0	0	0	0	0	0	0	0	0	0	0	0

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
U.2.	0	0	0	0	0	0	0	0	0	0	0	0
U.2. 2. USER DEFINED-OTHER 2	0	0	0	0	0	0	0	0	0	0	0	0
U.2. 2. Other 2	0	0	0	0	0	0	0	0	0	0	0	0
U.3. 3. USER DEFINED-OTHER 3	0	0	0	0	0	0	0	0	0	0	0	0
U.3. 3. Other 3	0	0	0	0	0	0	0	0	0	0	0	0
U.3.	0	0	0	0	0	0	0	0	0	0	0	0
U.4. 4. USER DEFINED-OTHER 4	0	0	0	0	0	0	0	0	0	0	0	0
U.4.	0	0	0	0	0	0	0	0	0	0	0	0
U.4. 4. Other 4	0	0	0	0	0	0	0	0	0	0	0	0
U.5.	0	0	0	0	0	0	0	0	0	0	0	0
U.5. 5. WORKFORCE TRANSFORMA	0	0	0	1	0	0	0	0	1	3	1	1
U.5. 5. Other 5	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	9	41	0	296	106	3	162	88	795			
TOTAL ALL COMPLAINTS FILED BY BASES	9	28	0	205	77	3	122	63	532			
TOTAL ALL COMPLAINANTS BY BASES	9	23	0	203	76	3	119	61	510			

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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		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL					
A. APPOINTMENT/HIRE	4	7	0	6	6			19	1	16	0	98	52	52	
B. ASSIGNMENT OF DUTIES	6	33	3	11	4			29	3	13	1	204	104	104	
C. AWARDS	2	2	0	0	1			5	0	1	0	32	13	13	
D. CONVERSION TO FULL TIME	0	0	0	0	0			0	0	0	0	2	2	2	
E. DISCIPLINARY ACTION	20	48	0	23	13			39	16	41	0	356	196	196	
E.1. DEMOTION	1	4	0	0	0			0	0	2	0	12	7	7	
E.2. REPRIMAND	8	11	0	8	4			15	2	7	0	108	54	54	
E.3. SUSPENSION	7	13	0	6	3			10	3	8	0	120	56	56	
E.4. REMOVAL	4	20	0	9	6			14	11	23	0	113	77	77	
E.5. Other-Letter of Direction	0	0	0	0	0			0	0	1	0	3	2	2	
E.5. 5. OTHER	0	0	0	0	0			0	0	0	0	0	0	0	
E.5. 5.	0	0	0	0	0			0	0	0	0	0	0	0	
E.5.5.	0	0	0	0	0			0	0	0	0	0	0	0	
E.6. 6.	0	0	0	0	0			0	0	0	0	0	0	0	
E.6.6.	0	0	0	0	0			0	0	0	0	0	0	0	
E.7. 7.	0	0	0	0	0			0	0	0	0	0	0	0	
F. DUTY HOURS	2	7	0	0	1			7	1	4	1	38	19	19	
G. EVALUATION/APPRaisal	6	17	1	9	7			27	6	16	1	158	69	68	
H. EXAMINATION/TEST	1	2	0	0	1			2	1	4	1	19	8	8	
I. HARASSMENT	60	154	4	52	33			134	38	95	2	1,097	482	472	
I.1. NON-SEXUAL	52	130	4	52	33			134	38	95	2	1,054	450	440	
I.2. SEXUAL	8	24	0									43	32	32	
J. MEDICAL EXAMINATION	0	3	0	0	0			4	1	8	0	26	13	13	
K. PAY INCLUDING OVERTIME	4	10	2	5	2	2	2	16	2	6	0	84	44	44	
L. PROMOTION/NON-SELECTION	26	33	0	25	21			75	6	32	4	393	159	155	
M. REASSIGNMENT	20	11	0	3	4			32	0	5	1	127	65	64	
M.1. DENIED	6	5	0	2	3			6	0	2	1	49	22	22	
M.2. DIRECTED	14	6	0	1	1			26	0	3	0	78	43	42	
N. REASONABLE ACCOMMODATION									20	49	0	96	66	65	
O. REINSTATEMENT	0	0	0	0	1			1	2	1	1	7	3	3	
P. RETIREMENT	0	0	0	0	0			1	1	1	0	3	2	2	
Q. TERMINATION	8	25	0	9	4			52	12	30	1	204	85	85	
R. TERMS/CONDITIONS OF EMPLOYMENT	13	25	0	7	4			32	13	37	1	267	99	99	
S. TIME AND ATTENDANCE	5	8	0	0	0			10	3	9	0	79	43	43	
T. TRAINING	2	8	0	0	2			11	0	3	0	55	22	22	
U. OTHER	0	0	0	0	0			1	0	0	0	3	1	1	
U.1. 1. CONSTRUCTIVE DISCHAR	0	0	0	0	0			0	0	0	0	0	0	0	
U.1. 1.	0	0	0	0	0			0	0	0	0	0	0	0	
U.1.1.	0	0	0	0	0			0	0	0	0	0	0	0	
U.1.Constructive Discharge	0	0	0	0	0			0	0	0	0	0	0	0	

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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		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
U.2. 2. Other 2	0	0	0	0	0		0	0	0	0	0	0	0	0
U.2.	0	0	0	0	0		0	0	0	0	0	0	0	0
U.2. 2. USER DEFINED-OTHER 2	0	0	0	0	0		0	0	0	0	0	0	0	0
U.2. 2.	0	0	0	0	0		0	0	0	0	0	0	0	0
U.3. 3. USER DEFINED-OTHER 3	0	0	0	0	0		0	0	0	0	0	0	0	0
U.3. 3. Other 3	0	0	0	0	0		0	0	0	0	0	0	0	0
U.3.	0	0	0	0	0		0	0	0	0	0	0	0	0
U.4. 4. Other 4	0	0	0	0	0		0	0	0	0	0	0	0	0
U.4.	0	0	0	0	0		0	0	0	0	0	0	0	0
U.4. 4. USER DEFINED-OTHER 4	0	0	0	0	0		0	0	0	0	0	0	0	0
U.5. 5. Other 5	0	0	0	0	0		0	0	0	0	0	0	0	0
U.5.	0	0	0	0	0		0	0	0	0	0	0	0	0
U.5. 5. WORKFORCE TRANSFORM	0	0	0	0	0		1	0	0	0	0	3	1	1
TOTAL ALL ISSUES BY BASES	179	393	10	150	104	2	2	497	126	371	14			
TOTAL ALL COMPLAINTS FILED BY BASES	136	258	7	106	76	2	2	336	83	237	4			
TOTAL ALL COMPLAINANTS BY BASES	133	256	7	104	74	2	2	331	83	234	4			

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

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2014

**PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS**

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC OR LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations	1	1	0	30	15	1	5	11	29	14	41	0	16	6	0	0	45	9	27	0
1.1a. Number of Counselings Settled	1	1	0	22	10	1	5	5	18	13	24	0	9	6	0	0	35	5	16	0
1.1b. Number of Counselees Settled With	1	1	0	22	10	1	5	5	18	13	23	0	9	6	0	0	35	5	16	0
2. Complaint Settlement Allegations	3	9	0	140	23	0	66	41	265	46	145	2	22	44	0	2	146	63	92	0
2.2a. Number of Complaints Settled	2	5	0	47	13	0	24	15	105	23	55	2	12	14	0	2	54	17	56	0
2.2b. Number of Complainants Settled With	2	5	0	45	13	0	23	15	96	23	53	2	12	13	0	2	52	16	42	0
3. Final Agency Decision Findings	0	0	0	12	2	0	11	0	22	2	14	0	5	1	0	0	4	0	4	0
3.3a. Number FADs with Findings	0	0	0	2	2	0	1	0	7	2	11	0	2	1	0	0	4	0	4	0
3.3b. Number Complainants Issued FAD Findings	0	0	0	2	2	0	1	0	7	2	11	0	2	1	0	0	4	0	4	0
4. AJ Decision Findings	0	1	0	3	2	0	0	0	8	3	4	0	4	2	0	0	6	2	10	0
4.4a. Number AJ Decisions With Findings	0	1	0	1	2	0	0	0	6	3	3	0	2	1	0	0	4	2	7	0
5. Final Agency Order Findings Implemented	0	1	0	0	2	0	0	0	3	1	2	0	3	2	0	0	1	0	3	0
5.5a. Number of Final Orders With Findings Implemented	0	1	0	0	2	0	0	0	3	1	2	0	1	1	0	0	1	0	2	0
5.5b. # of Complainants issued FOs with Findings Implemented	0	1	0	0	2	0	0	0	3	1	2	0	1	1	0	0	1	0	2	0
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	<b>4</b>	<b>10</b>	<b>0</b>	<b>170</b>	<b>38</b>	<b>1</b>	<b>71</b>	<b>52</b>	<b>294</b>	<b>60</b>	<b>186</b>	<b>2</b>	<b>38</b>	<b>50</b>	<b>0</b>	<b>2</b>	<b>191</b>	<b>72</b>	<b>119</b>	<b>0</b>
<b>TOTAL FINAL ACTION FINDINGS</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>12</b>	<b>4</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>25</b>	<b>3</b>	<b>16</b>	<b>0</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>7</b>	<b>0</b>

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AGENCY OR DEPARTMENT: Department of Homeland Security

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**PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS**

ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS

FINDINGS / ALLEGATIONS IN:	APPOINTMENT HIRE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION			DUTY HOURS	EVAL / APPRAISAL	EXAM / TEST	HARRASSMENT		MEDICAL EXAM	PAY / OVERTIME	PROMOTION NON-SELECTION	REASSIGNMENT		REASONABLE ACCOMMODATI	REIN-STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER	
					DEMOTION	REPRIMAND	SUSPENSION				REMOVAL	NON-SEXUAL				SEXUAL	DENIED									DIRECTED
1. Counseling Settlement Allegations	7	10	0	0	0	5	1	0	4	9	1	53	9	0	0	13	2	3	5	0	1	8	10	2	4	6
1.1a. Number of Counselings Settled	7	10	0	0	0	5	1	0	4	9	1	45	7	0	0	13	2	3	5	0	1	8	10	2	3	6
1.1b. Number of Counselees Settled With	7	10	0	0	0	5	1	0	4	9	1	45	7	0	0	13	2	3	5	0	1	8	10	2	3	6
2. Complaint Settlement Allegations	14	21	7	0	3	26	17	3	6	26	2	142	6	1	11	56	10	16	18	0	0	13	55	14	3	17
2.2a. Number of Complaints Settled	14	19	7	0	3	21	16	3	5	24	2	92	6	1	11	42	7	12	16	0	0	13	33	9	3	12
2.2b. Number of Complainants Settled With	14	19	6	0	3	20	15	3	5	23	2	89	6	1	11	41	7	11	16	0	0	13	32	9	3	12
3. Final Agency Decision Findings	1	1	0	0	0	0	1	0	0	1	0	15	2	0	0	4	0	4	2	0	0	2	2	0	0	0
3.3a. Number FADs with Findings	1	1	0	0	0	0	1	0	0	1	0	9	2	0	0	4	0	3	1	0	0	2	2	0	0	0
3.3b. Number Complainants Issued FAD Findings	1	1	0	0	0	0	1	0	0	1	0	9	2	0	0	4	0	3	1	0	0	2	2	0	0	0
4. AJ Decision Findings	1	1	0	0	0	0	1	0	0	1	0	6	1	0	0	3	0	0	1	0	0	3	1	1	0	1
4.4a. Number AJ Decisions With Findings	1	1	0	0	0	0	1	0	0	1	0	6	1	0	0	3	0	0	1	0	0	3	1	1	0	1
5. Final Agency Order Findings Implemented	0	1	0	0	0	0	0	0	0	0	0	3	1	0	0	0	0	0	0	0	0	2	0	1	0	1
5.5a. Number of Final Orders With Findings Implemented	0	1	0	0	0	0	0	0	0	0	0	3	1	0	0	0	0	0	0	0	0	2	0	1	0	1
5.5b. # of Complainants issued FOs with Findings Implemented	0	1	0	0	0	0	0	0	0	0	0	3	1	0	0	0	0	0	0	0	0	2	0	1	0	1
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	21	31	7	0	3	31	18	3	10	35	3	195	15	1	11	69	12	19	23	0	1	21	65	16	7	23
<b>TOTAL FINAL ACTION FINDINGS</b>	1	2	0	0	0	0	1	0	0	1	0	18	3	0	0	4	0	4	2	0	0	4	2	1	0	1



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

818	A.1. TITLE VII
6	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
325	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
217	A.3. REHABILITATION ACT
2	A.4. EQUAL PAY ACT (EPA)
8	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
1376	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	980	546,012	557.16
A.1. WITHDRAWALS	100	39,050	390.50
A.1.a. NON-ADR WITHDRAWALS	90	35,546	394.96
A.1.b. ADR WITHDRAWALS	10	3,504	350.40
A.2. SETTLEMENTS	202	110,371	546.39
A.2.a. NON-ADR SETTLEMENTS	184	104,937	570.31
A.2.b. ADR SETTLEMENTS	18	5,434	301.89
A.3. FINAL AGENCY ACTIONS	678	396,591	584.94
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	426	166,258	390.28
B.1. FINDING DISCRIMINATION	17	12,768	751.06
B.2. FINDING NO DISCRIMINATION	284	136,491	480.60
B.3. DISMISSAL OF COMPLAINTS	125	16,999	135.99
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	252	230,333	914.02
C.1. AJ DECISION FULLY IMPLEMENTED	243	217,992	897.09
C.1.a. FINDING DISCRIMINATION	5	5,107	1,021.40
C.1.b. FINDING NO DISCRIMINATION	228	206,911	907.50
C.1.c. DISMISSAL OF COMPLAINTS	10	5,974	597.40
C.2. AJ DECISION NOT FULLY IMPLEMENTED	9	12,341	1,371.22
C.2.a. FINDING DISCRIMINATION	8	11,293	1,411.63
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	1	1,447	1,447.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	7	9,846	1,406.57
C.2.b. FINDING NO DISCRIMINATION	1	1,048	1,048.00
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	301	35,130	116.71
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	112	12,581	112.33
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	66	3,522	53.36
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	46	9,059	196.93
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	100	14,415	144.15
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	40	1,804	45.10
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	60	12,611	210.18
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	74	5,346	72.24
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	51	2,371	46.49
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	23	2,975	129.35
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	15	2,788	185.87
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	4	158	39.50
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	11	2,630	239.09

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	224	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	140	\$3,668,710.26
B.1. BACK PAY/FRONT PAY	19	\$448,313.45
B.2. LUMP SUM PAYMENT	77	\$1,723,470.90
B.3. COMPENSATORY DAMAGES	31	\$555,975.30
B.4. ATTORNEY FEES AND COSTS	65	\$940,950.61
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	171	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	2	0
F.1.a. RETROACTIVE	1	0
F.1.b. NON-RETROACTIVE	1	0
F.2. PROMOTIONS	11	0
F.2.a. RETROACTIVE	9	0
F.2.b. NON-RETROACTIVE	2	0
F.3. EXPUNGEMENTS	23	15
F.4. REASSIGNMENTS	13	18
F.5. REMOVALS RESCINDED	11	13
F.5.a. REINSTATEMENT	3	3
F.5.b. VOLUNTARY RESIGNATION	8	10
F.6. ACCOMMODATIONS	4	0
F.7. TRAINING	11	12
F.8. APOLOGY	0	2
F.9. DISCIPLINARY ACTIONS	19	9
F.9.a. RESCINDED	11	6
F.9.b. MODIFIED	8	3
F.10. PERFORMANCE EVALUATION MODIFIED	9	2
F.11. LEAVE RESTORED	16	10
F.12.0	0	0
F.12. 12. OTHER- CLARIFICATION OF DUTIES	0	1
F.12. 12. Terms/Condition of Employment	28	16
F.12. 12. Improved Terms/Condition of Employment	0	0
F.12. 12. Terms and Condition	0	1
F.12.0	1	0
F.13.0	0	0
F.13. 13. OTHER- CLARIFICATION OF EEO PROCESS FOR CADRE	0	0
F.13. 13. OTHER- CLARIFICATION OF EEO PROCESS FOR CADRE	0	1
F.13.0	0	0
F.14.0	0	0
F.14.0	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)	2,182	1,078,889			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	24	534	22.25	95	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	282	18,680	66.24	1,112	
A.2. COMPLAINTS PENDING IN INVESTIGATION	472	91,544	193.95	1,553	
A.3. COMPLAINTS PENDING IN HEARINGS	1,138	817,004	717.93	2,993	570-2011-00888
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	266	151,127	568.15	3,129	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	940	230,828	245.56
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	272	48,637	178.81
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	178	24,881	139.78
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	89	21,278	239.08
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	77	18,033	234.19
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	12	3,245	270.42
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	5	2,478	495.60
A.2. AGENCY INVESTIGATION COSTS	\$1,041,042.48		\$3,827.36
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	668	182,191	272.74
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	286	43,281	151.33
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	243	60,404	248.58
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	117	27,297	233.31
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	126	33,107	262.75
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	139	78,506	564.79
A.4. CONTRACTOR INVESTIGATION COSTS	\$1,660,991.67		\$2,486.51

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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	1,854	1,782		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	684	652		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,170	1,144		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	494	488		
C.2. ANOTHER FEDERAL AGENCY	231	226		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	183	182		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	78	78		
C.5. FEDERAL EXECUTIVE BOARD	2	2		
C.6.	0	0		
C.6.Other	0	0		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	494	488	28,120	56.92
D.1. MEDIATION	479	473	27,219	56.82
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	15	15	901	60.07
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
D.11.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	1,170	1,144	65,601	56.07
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	91	91	5,331	58.58
E.1.b. NO FORMAL COMPLAINT FILED	440	434	24,141	54.87
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	280	278	15,954	56.98
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	320	319	17,849	55.78
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	39	39	2,326	59.64

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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	241	226		
B.2. REJECTED BY COMPLAINANT	169	157		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	72	70		
<b>C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)</b>	43	42		
C.1. INHOUSE	19	18		
C.2. ANOTHER FEDERAL AGENCY	18	18		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	6	6		
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.7.	0	0		
	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>DAYS</b>	<b>AVERAGE DAYS</b>
<b>D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)</b>	43	42	2763	64.26
D.1. MEDIATION	38	38	2378	62.58
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	5	4	385	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)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
D.12.	0	0	0	0.00
	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>DAYS</b>	<b>AVERAGE DAYS</b>
<b>E. STATUS OF CASES IN COMPLAINT CLOSURES</b>	72	70	4308	59.83
E.1. TOTAL CLOSED	18	17	1257	69.83
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	10	9	627	62.70
E.1.b. WITHDRAWAL FROM EEO PROCESS	29	29	1768	60.97
E.1.c. NO RESOLUTION	15	15	656	43.73
E.1.d. NO ADR ATTEMPT				
2. INTENTIONALLY LEFT BLANK				
	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>AMOUNT</b>	
<b>F. BENEFITS RECEIVED</b>	16	15	\$359,021.53	
F.1. MONETARY (INSERT TOTALS)	2	2	\$35,000.00	
F.1.a. COMPENSATORY DAMAGES	3	2	\$2,689.20	
F.1.b. BACKPAY/FRONTPAY	8	8	\$282,951.83	
F.1.c. LUMP SUM	6	5	\$38,380.50	
F.1.d. ATTORNEY FEES AND COSTS	0	0	\$0.00	
F.1.e.	0	0	\$0.00	
F.1.f.	0	0	\$0.00	
F.1.g.	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	13	12		
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	0	0		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	0	0		
F.2.c. EXPUNGEMENTS	4	3		
F.2.d. REASSIGNMENTS	3	3		
F.2.e. REMOVALS RESCINDED	0	0		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	0	0		
F.2.f. ACCOMMODATIONS	2	2		
F.2.g. TRAINING	5	5		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	5	3		
F.2.i.i. RESCINDED	3	2		
F.2.i.ii. MODIFIED	2	1		
F.2.j. PERFORMANCE EVALUATION MODIFIED	7	6		
F.2.k. LEAVE RESTORED	2	2		
F.2.l.	0	0		
F.2.l. Terms/Condition of Employment	5	5		
F.2.m.	0	0		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2014

**PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES**

**EEO ADR RESOURCES**

<b>A. NO LONGER COLLECTED</b>	
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>	191,975
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	20
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	7
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	13
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
<b>D. EEO ADR FUNDING SPENT</b>	\$1,386,487.00

**E. EEO ADR VVVCONTACT INFORMATION**

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER: Anthony Archeval

E.2. TITLE: Senior Advisor

E.3. TELEPHONE NUMBER: (202) 254-8206

E.4. EMAIL: anthony.archeval@hq.dhs.gov

<b>F. EEO ADR PROGRAM INFORMATION</b>	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

**CERTIFICATION AND CONTACT INFORMATION**

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2013 through September 30, 2014 is accurate and complete.

NAME OF CERTIFYING OFFICIAL: Veronica Venture

TITLE OF CERTIFYING OFFICIAL: Deputy Officer, CRCL/Director for EEO & Diversity

TELEPHONE NUMBER: (202) 254-8210

E-MAIL: veronica.venture@hq.dhs.gov

SIGNATURE OF CERTIFYING OFFICIAL: \_\_\_\_\_  
 (Enter PIN to serve as your electronic signature)

DATE: 31-10-2014

NAME OF PREPARER: \_\_\_\_\_

TITLE OF PREPARER: \_\_\_\_\_

TELEPHONE NUMBER: \_\_\_\_\_

E-MAIL: \_\_\_\_\_

DATE: \_\_\_\_\_

The FY 2014 Form 462 report must be "Accepted" or "Finalized" by EEOC by October 31, 2014 to be considered timely.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2014

## Form 462 Comments

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

**Part I**

HSAA - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 9 | 15 | Case Adjustment due to data reconciliation

HSAA - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 9 | 14 | Case Adjustment due to data reconciliation

HSAA - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 39 | 42 | For three cases, counseling ended late on FY and complaint filed early next FY.

HSAA - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 39 | 42 | For three cases, counseling ended late on FY and complaint filed early next FY.

HSAB - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 28 | 27 | An initial contact was conducted on the last day of FY13; however, the paperwork wasn't returned until after the completion of FY13 462 report.

HSAB - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 28 | 27 | An initial contact was conducted on the last day of FY13; however, the paperwork wasn't returned until after the completion of FY13 462 report.

HSAB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 76 | 79 | At the end of FY13 there were 6 informal cases pending filing. These cases subsequently filed in FY14.

HSAB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 77 | 83 | At the end of FY13 there were 6 informal cases pending filing. These cases subsequently filed in FY14.

HSAB - If C.3. COUNSELED BEYOND 90 DAYS,COUNSELINGS > 0, Then Individuals | <= | Counselings | 4 | 4 | The Notice of Right to File was issued timely in two of the cases; however, settlements were signed after the 90th day hence the untimeliness of these two cases. One case was a conflict case and another agency processed it and the last case wasn't processed in time.

HSAC - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 10 | 9 | difference due to conflict of interest case returned to USCG

HSAC - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 10 | 9 | difference due to conflict of interest case returned to USCG

HSAD - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 2 | 0 | Data is correct.

HSAD - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 2 | 0 | Data is correct.

HSBB - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 88 | 88 | data reconciliation occurred

HSBB - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 87 | 87 | data reconciliation occurred

HSBB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 172 | 182 | precomplaint closed in FY13 and formal complaint filed in FY14

HSBB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 174 | 185 | precomplaint closed in FY13 and formal complaint filed in FY14

HSBC - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 167 | 166 | difference due to data reconciliation

HSBC - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 166 | 165 | difference due to data reconciliation

HSBC - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 500 | 533 | difference due to data reconciliation

HSBC - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 509 | 543 | difference due to data reconciliation

HSBD - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 65 | 64 | FY 2013 indicated 64 pending counseling at the end of the reporting period. After auditing of the on-hand data at the end of the reporting period, the final total pending was 65, pending at the of FY 2013.

HSBD - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 65 | 64 | FY 2013 indicated 64 pending counseling at the end of the reporting period. After auditing of the on-hand data at the end of the reporting period, the final total pending was 65, pending at the of FY 2013.

HSBD - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 192 | 207 | CBP had 15 FY 2013 precomplaint cases carry over complaints filing formal in FY 2014

HSBD - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 203 | 220 | CBP had 17 FY 2013 precomplaint cases carry over complaints filed formal in FY 2014

HSBD - G -- Total ADR Settlements with Monetary Benefits | <= | G1 + G2 + G3 + G4 + G5 + G6 + G7 | 1 | 1 | The attorney fees are \$12,000 because they are the results of a settlement of an MSPB appeal as well as an informal EEO complaint.

HSBE - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 0 | 0 | 6 complaints are USSS conflict cases being processed by FLETC

HSCB - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 17 | 15 | The inconsistency between the 15 counselings reported on hand in the FY13 report and the 17 reported here is due to pending counselings after the FY13 reporting.

HSCB - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 17 | 15 | The inconsistency between the 15 counselings reported on hand in the FY13 report and the 17 reported here is due to pending counselings after the FY13 reporting.

HSCB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 73 | 78 | The difference in the 5 cases stems from counselings that ended in FY13, but were filed in FY14

HSCB - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 73 | 78 | The difference in the 5 cases stems from counselings that ended in FY13, but were filed in FY14

**Part II**

HSAA - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 71 | 73 | Case Adjustment due to data reconciliation

HSAB - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 165 | 166 | Two cases were closed in FY13 but were reported as still being open at the end of FY13 462 report.

HSAC - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 54 | 56 | reconciliation of data occurred

HSAD - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 47 | 0 | Data is correct.

HSBB - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 349 | 349 | data reconciliation occurred

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AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2014

## Form 462 Comments

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

Part Name	COMMENT ( expression left   evaluation symbol   expression_right   value1   value2   comment )
Part II	<p>HSBC - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year)   =   I. -- Complaints On Hand At The End of The Reporting Period (Previous Year)   608   632   difference due to data reconciliation</p> <p>HSBD - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year)   =   I. -- Complaints On Hand At The End of The Reporting Period (Previous Year)   368   376   The FY 2013 462 report indicates on 376 on-hand at the end of the reporting period. As part of the audit pending at hearing and FY 2013 closure received after the 462 report was completed, it was determined 8 complaints were closed in FY 2013. The correct number of complaints on-hand at the end of the FY 2013 is 368</p> <p>HSBE - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year)   =   I. -- Complaints On Hand At The End of The Reporting Period (Previous Year)   8   8   6 Cases are USSS conflict cases processed by FLETC</p> <p>HSCB - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year)   =   I. -- Complaints On Hand At The End of The Reporting Period (Previous Year)   267   280   The inconsistency between the 280 cases on hand in FY13 and the 267 being reported in FY14 are due to the reconciliation of 13 cases in iComplaints.</p>
Part III	<p>HSAB - B.1.c. Staff Receiving No Training At All (investigators Agency)   &gt;   0   1   0   One new hire EEO investigator wasn't able to register for an EEOC New Investigator course during FY2014; however, they are signed up for the course in October 2014.</p> <p>HSBD - B1+B2 -- Total Staff (Counselor/Investigator Agency)   =   A4a (Agency) + A4b (Agency) + A4c (Agency)   0   0   In FY 2014, the one contract investigation identified was a conflict of interest investigation conducted by another DHS component for CBP. The DHS component uses contract investigators.</p> <p>HSBD - B1+B2 -- Total Staff (Counselor/Investigator)   =   A4a (Agency) + A4b (Agency) + A4c (Agency) + A4a (Contract) + A4b (Contract) + A4c (Contract)   0   0   In FY 2014, the one contract investigation identified was a conflict of interest investigation conducted by another DHS component for CBP. The DHS component uses contract investigators.</p> <p>HSCB - A1a -- Total Work Force   &gt;=   (B1 New Staff Total (Counselor/Investigator Agency) + B1 New Staff Total (Counselor/Investigator Contractor)) + (B2 Experienced Staff Total (Counselor/Investigator Agency) + B2 Experienced Staff Total (Counselor/Investigator Contractor))   14496   0   The large number of non-permanent workforce is due to the mission of the Agency. The Stafford Act is the statutory authority for most federal disaster response and the majority of FEMA's workforce comprise Reservists, Disaster Assistance Employees, FEMA Corps and Local Hires. They are FEMA's temporary workforce which comprises approximately 3/4 of FEMA's workforce</p> <p>HSCB - B.1.c. Staff Receiving No Training At All (couns/investig Agency)   &gt;   0   0   0   FEMA does not have in-house counselor/investigators</p> <p>HSCB - B.1.c. Staff Receiving No Training At All (couns/investig Contract)   &gt;   0   0   0   FEMA does not have contract counselor/investigators</p> <p>HSCB - B.1.c. Staff Receiving No Training At All (counselors Agency)   &gt;   0   0   0   All FEMA counselors have received the requisite training.</p> <p>HSCB - B.1.c. Staff Receiving No Training At All (counselors Contract)   &gt;   0   0   0   FEMA does not have contract counselors</p> <p>HSCB - B.1.c. Staff Receiving No Training At All (investigators Agency)   &gt;   0   0   0   FEMA does not have in-house investigators.</p> <p>HSCB - B.1.c. Staff Receiving No Training At All (investigators Contract)   &gt;   0   0   0   All contactors have certified their staff have received the necessary training.</p> <p>HSCB - B.2.c. Staff Receiving No Training At All (couns/investig Agency)   &gt;   0   0   0   FEMA does not have counselor/investigators</p> <p>HSCB - B.2.c. Staff Receiving No Training At All (couns/investig Contract)   &gt;   0   0   0   FEMA does not have counselor/investigators</p> <p>HSCB - B.2.c. Staff Receiving No Training At All (counselors Agency)   &gt;   0   8   0   The 8 staff members that did not receive training did not do so because of prior commitments. A make-up training will be scheduled for those 8.</p> <p>HSCB - B.2.c. Staff Receiving No Training At All (counselors Contract)   &gt;   0   0   0   FEMA does not have contract counselors</p> <p>HSCB - B.2.c. Staff Receiving No Training At All (investigators Agency)   &gt;   0   0   0   FEMA does not have in-house investigators.</p> <p>HSCB - B.2.c. Staff Receiving No Training At All (investigators Contract)   &gt;   0   0   0   All contactors have certified their staff have received the necessary training.</p> <p>HSCB - B1+B2 -- Total Staff (Counselor/Investigator Agency)   =   A4a (Agency) + A4b (Agency) + A4c (Agency)   0   0   FEMA does not have any in-house counselor/investigators</p> <p>HSCB - B1+B2 -- Total Staff (Counselor/Investigator Contractor)   =   A4a (Contract) + A4b (Contract) + A4c (Contract)   0   0   FEMA does not have any contract counselor/investigators</p> <p>HSCB - If Part I.C-0, Then Section B Line 1 + Line 2 (counselor agency) + (counselor contract) + (counselor/investigator agency) + (counselor/investigator contract)   &gt;   0   85   0   All FEMA counselors have received the requisite training.</p> <p>HSCB - If Part IX.A1&gt;0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency)   &gt;   0   0   0   The way FEMA does cases is through the use of contractual services. The one case that was investigated in-house was a conflict of interest and was completed at a component agency, who does have in-house investigators. FEMA does not have in-house investigators. The component that processes this case does not use contractual services, they have in-house investigators and it was done in line with their regular services.</p> <p>HSCB - If Part IX.A3&gt;0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract)   &gt;   0   86   0   All contactors have certified their staff have received the necessary training.</p>
PART VIII	<p>HSBC - A.2. COMPLAINTS PENDING IN INVESTIGATION, NUMBER OF DAYS   Not empty   N/A   14790     data was reconciled</p> <p>HSBD - A.3. COMPLAINTS PENDING IN HEARINGS, NUMBER OF DAYS PENDING FOR OLDEST CASE   Not empty   N/A   2993     M. Dami, HS-CBP-01948-2006 (doc no. 480-2012-0372x) is the oldest pending hearing complaint. It was consolidated with HS-CBP-00836-2011 (doc no. 480-2012-00257x). Both complaints are pending before the Los Angeles EEOC Office</p>
Part VIII	<p>HSA A -- Total   =   Part II.I   82   82   Case reconciliation.</p> <p>HSBC - A -- Total   =   Part II.I   804   804   data was reconciled</p> <p>HSCB - A3 -- Complaints In Hearing - Average Days   &gt;=   180   894.563106796116   180   FEMA case number: HS-09-FEMA-00545</p> <p>HSCB - A -- Total   =   Part II.I   252   252   There are current 252 complaints pending in various stages of the formal complaint process.</p>
PART IX	<p>HSBD - A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS, TOTAL   Not empty   N/A   1     In FY 2014, the one contract investigation identified was a conflict of interest investigation conducted by another DHS component for CBP. The DHS component uses contract investigators.</p>
Part IX	<p>HSCB - A1c -- Investigations Completed in 361 or More Days (Average days)   &gt;   360   0   360   FEMA did not have complaints that took more than 360 days</p> <p>HSCB - A2 -- Cost of Agency Investigations Average   between   0 and 10000   0   10000   FEMA contracts with 13 companies under a blanket purchase agreement and we solicit the lowest bid among those companies</p> <p>HSCB - A4 -- Cost of Contractor Investigations Average   between   0 and 10000   2840.0525   10000   Of all the investigations conducted in FY14, the average amount spent was about \$2800</p>



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AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2014

## Form 462 Comments

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

Part X

HSCB - D1 -- Mediation - Average Days | between | 0 and 100 | 8 | 100 | FEMA had 1 mediation that took 8 days

HSCB - D2 -- Settlement Conferences - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any settlement conferences

HSCB - D3 -- Early Neutral Evaluations - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any early neutral evaluations

HSCB - D4 -- Fact Finding - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not conduct any fact-findings

HSCB - D5 -- Facilitation - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not conduct any facilitations

HSCB - D6 -- Ombudsman - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not conduct any ombudsmans

HSCB - D7 -- Peer Review - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not conduct any peer reviews

HSCB - D8 -- Mini Trial - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not conduct any mini trials

HSCB - E1a -- Settlements with Benefits (Monetary & Non-monetary) - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any settlements

HSCB - E1b -- No Formal Complaint Filed - Average Days | between | 0 and 100 | 34.5 | 100 | There were 6 complainants that did not file a complaint, which averaged at about 39 days to conduct the pre-complaint process

HSCB - E1c ii -- No ADR Attempt - Average Days | between | 0 and 100 | 40 | 100 | There were 2 cases where a complaint was not filed and the average amount of time that it took to counsel cases that had no ADR was about 35 days

HSCB - E1c i -- No Resolution - Average Days | between | 0 and 100 | 8 | 100 | There were 2 cases where a complaint was not filed and the average amount of time that it took to counsel cases that had no resolution was about 36 days

HSCB - E1e -- Decision to File a complaint pending at the end of the reporting period - Average Days | between | 0 and 100 | 144 | 100 | The counselor who conducted this training stated that this case went over the time allotted due to the fact that she had a hard time reaching Complainant, witnesses, and management due to redeployments

HSCB - If C.4>0, then comment required | N/A | N/A | 0 | 0 | FEMA did not use other resources to conduct ADR

HSCB - If D.8>0, then comment required | N/A | N/A | 0 | 0 | Multiple techniques were not used to conduct ADR

Part XI

HSBB - E1b -- Withdrawn from EEO Process - Average Days | between | 0 and 100 | 142 | 100 | case processed during formal stage within 142 days

HSCB - D10 -- Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not use multiple techniques to conduct mediation

HSCB - D11 -- Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not use multiple techniques to conduct mediation

HSCB - D12 -- Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not use multiple techniques to conduct mediation

HSCB - D1 -- Mediation - Average Days | between | 0 and 100 | 54.5 | 100 | FEMA conducted 1 mediation that took 21 days to complete

HSCB - D2 -- Settlement Conferences - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not conduct any settlement conferences

HSCB - D3 -- Early Neutral Evaluations - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any early neutral evaluations

HSCB - D4 -- Fact Finding - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not conduct any fact-findings

HSCB - D5 -- Facilitation - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not conduct any facilitations

HSCB - D6 -- Ombudsman - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not conduct any ombudsmans

HSCB - D7 -- Peer Review - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not conduct any peer reviews

HSCB - D8 -- Mini Trial - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not conduct any mini trials

HSCB - D9 -- Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not use multiple techniques to conduct mediation

HSCB - E1a -- Settlements with Benefits (Monetary & Non-monetary) - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any settlements

HSCB - E1b -- Withdrawn from EEO Process - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any withdrawals as part of ADR/Mediation

HSCB - E1c -- No Resolution - Average Days | between | 0 and 100 | 54.5 | 100 | The one case that FEMA conducted lasted 21 days

HSCB - E1d -- No ADR Attempt - Average Days | between | 0 and 100 | 0 | 100 | FEMA did not have any cases in this area

HSCB - If C.4>0, then comment required | N/A | N/A | | | N/A

HSCB - If D.9>0, then comment required | N/A | N/A | 0 | 0 | N/A

PART XII

HSBD - F.1a. If yes, is there a written policy requiring the participation?, YES/NO | Not empty | N/A | | | Managers and supervisors are highly encouraged, but not required, to participate in the ADR process.

HSBE - F.1a. If yes, is there a written policy requiring the participation?, YES/NO | Not empty | N/A | | | There is not a written policy at this time.

Part XII

HSCB - B. -- Employees That Can Participate In Eeo Adr | <= | Part III.A.1.a | 14496 | 14496 | All employees are permitted to enter into the EEO process

HSCB - C1 -- In House Staff Resources Available for ADR (Full Time) | <= | 10 | 0 | 10 | FEMA does not have any full-time in-house ADR staff

HSCB - C2 -- In House Staff Resources Available for ADR (Part Time) | <= | 5 | 0 | 5 | FEMA does not have any part-time in-house ADR staff

HSCB - C -- In House Staff Resources Available for ADR (Total) | > | 0 | 1 | 0 | FEMA has one collateral duty person on staff who conducts ADR