

**Equal Employment Opportunity Data  
Posted  
Pursuant to the No Fear Act:  
Department of Homeland Security  
For 3rd Quarter 2018 for period ending  
June 30, 2018**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru06-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	1213	1224	1276	1346	1252	1113
Number of Complainants	1159	1187	1229	1297	1207	1090
Repeat Filers	50	31	42	42	36	21

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Race	456	383	453	463	460	363
Color	156	137	179	176	192	135
Religion	58	64	65	64	61	43
Reprisal	587	580	609	718	636	530
Sex	458	440	465	476	458	371
PDA	8	7	23	23	13	12

National Origin	193	193	194	221	206	202
Equal Pay Act	3	12	8	4	9	5
Age	426	425	413	425	386	286
Disability	275	310	332	355	342	309
Genetics	6	6	5	9	5	1
Non-EEO	80	89	85	79	105	68
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	68	61	85	91	89	68
Assignment of Duties	99	118	143	145	141	188
Awards	21	16	21	27	24	18
Conversion to Full Time/Perm Status	1	2	0	3	1	0
<b>Disciplinary Action</b>						
Demotion	8	9	7	12	12	11
Reprimand	77	57	69	58	78	56
Suspension	64	66	76	88	90	57
Removal	24	41	55	56	37	25
Duty Hours	21	20	29	42	25	24
Perf. Eval./ Appraisal	83	82	143	142	145	112
Examination/Test	10	10	6	16	6	19
<b>Harassment</b>						
Non-Sexual	499	513	513	613	523	458
Sexual	46	39	34	38	46	46

Medical Examination	8	13	22	33	16	27
Pay including overtime	34	47	54	49	64	27
Promotion/Non-Selection	273	171	233	309	289	173
<b>Reassignment</b>						
Denied	30	23	30	38	34	22
Directed	34	50	35	48	54	38
Reasonable Accommodation Disability	59	68	85	97	102	75
Reinstatement	3	3	6	5	2	5
Religious Accommodation	0	0	0	11	10	8
Retirement	3	3	6	4	5	2
Sex-Stereotyping	0	0	0	2	1	0
Telework	0	0	0	21	21	15
Termination	103	94	91	94	111	116
Terms/Conditions of Employment	109	114	109	140	170	143
Time and Attendance	46	52	74	88	101	77
Training	31	24	29	48	59	20
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru06-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Complaints pending during fiscal year						
Average number of days in investigation	237.93	261.76	260.35	294.24	248.63	255.05
Average number of days in final action	104.97	72.39	77.07	104.72	140.54	112.88
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	233.16	254.60	260.50	287.78	237.50	246.35						
Average number of days in final action	53.65	38.56	45.08	58.35	73.55	67.08						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	248.77	274.03	260.64	296.73	265.34	262.64						
Average number of days in final action	167.01	119.05	114.45	165.11	194.21	176.90						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru06-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total Complaints Dismissed by Agency	124	122	89	59	109						139	
Average days pending prior to dismissal	106	142	158	216	213						298	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	102	110	125	132	110						85	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru06-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	28		28		21		18		14		7	
Without Hearing	23	82	20	71	10	48	11	61	12	86	2	29
With Hearing	5	18	8	29	11	52	7	39	2	14	5	71



Reprisal	4	80	3	38	5	45	6	86	1	50	4	80
Sex	2	40	1	13	4	36	6	86	0	0	3	60
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	20	1	13	0	0	3	43	0	0	1	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	20	1	13	5	45	2	29	0	0	0	0
Disability	1	20	5	63	2	18	2	29	0	0	2	40
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	9	1	14	0	0	1	20
<b>Findings Without Hearing</b>	14		17		3		9		10		1	
Race	3	21	4	24	1	33	1	11	1	10	0	0
Color	1	7	1	6	1	33	1	11	0	0	0	0
Religion	0	0	0	0	0	0	1	11	0	0	0	0
Reprisal	6	43	8	47	0	0	2	22	6	60	1	100
Sex	5	36	11	65	0	0	6	67	4	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	7	3	18	1	33	1	11	1	10	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	4	24	3	100	0	0	3	30	0	0
Disability	5	36	4	24	1	33	2	22	4	40	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	6	0	0	1	11	0	0	0	0

<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru06-30</b>	
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>#</b>	<b>%</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>		
<b>Total Number Findings</b>	19		24		14		16		12		6	
Appointment/Hire	1	5	2	8	0	0	1	6	0	0	0	0
Assignment of Duties	1	5	2	8	2	14	2	13	3	25	0	0
Awards	0	0	0	0	0	0	1	6	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	2	11	0	0	1	7	1	6	0	0	0	0
Suspension	1	5	2	8	1	7	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	17
Duty Hours	0	0	0	0	0	0	1	6	0	0	0	0
Perf. Eval./ Appraisal	1	5	1	4	1	7	0	0	0	0	1	17
Examination/Test	0	0	0	0	0	0	0	0	1	8	0	0
<b>Harassment</b>												
Non-Sexual	9	47	11	46	7	50	8	50	4	33	2	33
Sexual	1	5	3	13	1	7	4	25	0	0	1	17
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	5	5	21	4	29	4	25	2	17	1	17
<b>Reassignment</b>												

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	2	11	3	13	1	7	1	6	0	0	0	0
Reasonable Accommodation Disability	2	11	1	4	1	7	2	13	1	8	1	17
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	5	4	17	2	14	0	0	1	8	1	17
Terms/Conditions of Employment	3	16	2	8	3	21	1	6	3	25	1	17
Time and Attendance	1	5	1	4	1	7	1	6	0	0	0	0
Training	0	0	0	0	2	14	0	0	0	0	0	0
Other - User Define												
<b>Findings After Hearing</b>	5		7		11		7		2		5	
Appointment/Hire	0	0	1	14	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	14	2	18	1	14	0	0	0	0
Awards	0	0	0	0	0	0	1	14	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	1	20	0	0	1	9	1	14	0	0	0	0
Suspension	1	20	1	14	1	9	0	0	0	0	0	0





Other - User Define												
<b>Findings Without Hearing</b>	14		17		3		9		10		1	
Appointment/Hire	1	7	1	6	0	0	1	11	0	0	0	0
Assignment of Duties	1	7	1	6	0	0	1	11	3	30	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	1	7	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	6	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	7	1	6	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	1	10	0	0
Harassment												
Non-Sexual	8	57	8	47	1	33	4	44	4	40	0	0
Sexual	0	0	2	12	0	0	2	22	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	7	4	24	2	67	1	11	0	0	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	3	18	0	0	1	11	0	0	0	0

Reasonable Accommodation Disability	1	7	1	6	0	0	1	11	1	10	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	7	2	12	0	0	0	0	1	10	0	0
Terms/Conditions of Employment	2	14	2	12	0	0	0	0	3	30	0	0
Time and Attendance	1	7	0	0	1	33	0	0	0	0	0	0
Training	0	0	0	0	2	67	0	0	0	0	0	0

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2018Thru06-30
	Previous Fiscal Year Data						
	2013	2014	2015	2016	2017		
Total complaints from previous Fiscal Years	930	1101	1351	1688	2057	2349	
Total Complainants	871	1031	1260	1570	1889	2113	
<b>Number complaints pending</b>							
Investigation	111	98	177	169	197	207	
ROI issued, pending Complainant's action	12	8	10	11	26	22	
Hearing	699	897	1022	1220	1586	1761	
Final Agency Action	111	101	138	225	211	262	
Appeal with EEOC Office of Federal Operations	607	735	733	703	802	931	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 06-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	204	152	247	192	211	237