

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Department of Homeland Security

For 4th Quarter 2018 for period ending September 30, 2018

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2018Thru09-30 |
| | 2013 | 2014 | 2015 | 2016 | 2017 | |
| Number of Complaints Filed | 1244 | 1239 | 1289 | 1349 | 1275 | 1472 |
| Number of Complainants | 1189 | 1207 | 1244 | 1301 | 1227 | 1423 |
| Repeat Filers | 51 | 27 | 40 | 42 | 38 | 62 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2018Thru09-30 |
| | 2013 | 2014 | 2015 | 2016 | 2017 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 460 | 387 | 448 | 450 | 464 | 545 |
| Color | 158 | 139 | 178 | 167 | 194 | 201 |
| Religion | 58 | 66 | 65 | 66 | 61 | 68 |
| Reprisal | 602 | 583 | 607 | 685 | 645 | 768 |
| Sex | 466 | 443 | 467 | 481 | 465 | 526 |
| PDA | 9 | 7 | 23 | 23 | 13 | 19 |
| National Origin | 197 | 196 | 195 | 222 | 207 | 264 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Equal Pay Act | 3 | 12 | 8 | 4 | 11 | 6 |
| Age | 423 | 373 | 411 | 407 | 390 | 409 |
| Disability | 281 | 304 | 330 | 348 | 337 | 416 |
| Genetics | 6 | 6 | 5 | 8 | 4 | 6 |
| Non-EEO | 85 | 85 | 89 | 80 | 103 | 90 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2018Thru09-30 |
| <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 | |
| Appointment/Hire | 68 | 58 | 85 | 86 | 87 | 98 |
| Assignment of Duties | 103 | 117 | 143 | 132 | 139 | 224 |
| Awards | 22 | 16 | 20 | 20 | 24 | 20 |
| Conversion to Full Time/Perm Status | 1 | 2 | 0 | 3 | 1 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 10 | 9 | 9 | 11 | 12 | 16 |
| Reprimand | 76 | 56 | 65 | 42 | 79 | 81 |
| Suspension | 65 | 62 | 74 | 79 | 88 | 87 |
| Removal | 28 | 44 | 56 | 56 | 36 | 40 |
| Duty Hours | 21 | 21 | 29 | 41 | 23 | 28 |
| Perf. Eval./ Appraisal | 93 | 86 | 145 | 115 | 150 | 150 |
| Examination/Test | 10 | 10 | 6 | 15 | 7 | 27 |
| Harassment | | | | | | |
| Non-Sexual | 520 | 515 | 513 | 594 | 527 | 645 |
| Sexual | 49 | 40 | 35 | 38 | 46 | 70 |
| Medical Examination | 8 | 13 | 22 | 27 | 16 | 33 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Pay including overtime | 35 | 48 | 53 | 43 | 62 | 44 |
| Promotion/Non-Selection | 276 | 170 | 230 | 302 | 288 | 240 |
| Reassignment | | | | | | |
| Denied | 30 | 24 | 30 | 34 | 34 | 32 |
| Directed | 36 | 50 | 35 | 44 | 53 | 56 |
| Reasonable Accommodation Disability | 59 | 67 | 84 | 89 | 100 | 114 |
| Reinstatement | 3 | 3 | 6 | 5 | 3 | 7 |
| Religious Accommodation | 0 | 0 | 0 | 11 | 10 | 12 |
| Retirement | 3 | 3 | 6 | 4 | 5 | 3 |
| Sex-Stereotyping | 0 | 0 | 0 | 2 | 1 | 1 |
| Telework | 0 | 0 | 0 | 20 | 20 | 21 |
| Termination | 105 | 92 | 88 | 85 | 113 | 155 |
| Terms/Conditions of Employment | 108 | 107 | 105 | 117 | 173 | 235 |
| Time and Attendance | 48 | 48 | 72 | 80 | 98 | 105 |
| Training | 32 | 25 | 28 | 44 | 55 | 40 |
| Other | | | | | | |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2018Thru09-30 |
| | 2013 | 2014 | 2015 | 2016 | 2017 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 238.80 | 258.66 | 257.44 | 293.53 | 248.21 | 274.04 |
| Average number of days in final action | 104.89 | 70.52 | 77.07 | 104.47 | 137.42 | 108.31 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 233.35 | 252.06 | 258.71 | 284.51 | 237.05 | 247.87 |

| | | | | | | | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------|----------|----------|----------|----------|----------------------|----------|
| Average number of days in final action | 54.59 | 39.91 | 46.53 | 57.32 | 70.40 | 68.06 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 247.71 | 270.50 | 255.26 | 297.65 | 264.53 | 308.53 | | | | | | |
| Average number of days in final action | 164.31 | 109.65 | 112.82 | 159.83 | 188.34 | 167.36 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2018Thru09-30 | |
| | 2013 | 2014 | 2015 | 2016 | 2017 | | | | | | | |
| Total Complaints Dismissed by Agency | 131 | 126 | 96 | 63 | 111 | 186 | | | | | | |
| Average days pending prior to dismissal | 103 | 140 | 153 | 206 | 213 | 163 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 102 | 103 | 120 | 121 | 111 | 120 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2018Thru09-30 | |
| | 2013 | 2014 | 2015 | 2016 | 2017 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 19 | | 12 | | 14 | | 18 | | 14 | | 8 | |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 11 | 61 | 12 | 86 | 1 | 12 |
| With Hearing | 19 | 100 | 12 | 100 | 14 | 100 | 7 | 39 | 2 | 14 | 7 | 88 |

| | | | | | | | | | | | | |
|---------------------------------|----|----|----|----|---|-----|---|----|----|----|---|-----|
| Reprisal | 4 | 80 | 3 | 50 | 5 | 45 | 6 | 86 | 1 | 50 | 6 | 86 |
| Sex | 2 | 40 | 1 | 17 | 4 | 36 | 6 | 86 | 0 | 0 | 2 | 29 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 1 | 20 | 1 | 17 | 0 | 0 | 3 | 43 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 20 | 1 | 17 | 5 | 45 | 2 | 29 | 0 | 0 | 0 | 0 |
| Disability | 1 | 20 | 3 | 50 | 2 | 18 | 2 | 29 | 0 | 0 | 2 | 29 |
| 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 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 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 | 10 | 59 | 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 |

| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| | Previous Fiscal Year Data | | | | | | | | | | 2018Thru09-30 | |
| | 2013 | | 2014 | | 2015 | | 2016 | | 2017 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 19 | | 24 | | 14 | | 16 | | 12 | | 8 | |
| 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 | 1 | 12 |
| 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 |
| Disciplinary Action | | | | | | | | | | | | |
| 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 | 12 |
| 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 | 12 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 8 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 9 | 47 | 11 | 46 | 7 | 50 | 8 | 50 | 4 | 33 | 3 | 38 |
| Sexual | 1 | 5 | 3 | 13 | 1 | 7 | 4 | 25 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 12 |
| 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 | 12 |
| Reassignment | | | | | | | | | | | | |

| | | | | | | | | | | | | |
|-------------------------------------|---|----|---|----|----|----|---|----|---|----|---|----|
| 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 | 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 | 5 | 3 | 13 | 2 | 14 | 0 | 0 | 1 | 8 | 0 | 0 |
| Terms/Conditions of Employment | 3 | 16 | 2 | 8 | 3 | 21 | 1 | 6 | 3 | 25 | 2 | 25 |
| 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 | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Findings After Hearing | 5 | | 7 | | 11 | | 7 | | 2 | | 7 | |
| 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 | 1 | 14 |
| 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 | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Findings Without Hearing | 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 | | | | | | 2018Thru09-30 |
|---|---------------------------|------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | | |
| | 2013 | 2014 | 2015 | 2016 | 2017 | | |
| Total complaints from previous Fiscal Years | 970 | 1146 | 1419 | 1760 | 2083 | 2092 | |
| Total Complainants | 914 | 1078 | 1328 | 1635 | 1914 | 1892 | |
| Number complaints pending | | | | | | | |
| Investigation | 118 | 105 | 199 | 210 | 214 | 90 | |
| ROI issued, pending Complainant's action | 12 | 9 | 9 | 11 | 28 | 24 | |
| Hearing | 718 | 914 | 1061 | 1237 | 1590 | 1597 | |
| Final Agency Action | 114 | 112 | 147 | 252 | 215 | 308 | |
| Appeal with EEOC Office of Federal Operations | 729 | 923 | 369 | 751 | 818 | 978 | |

| Complaint Investigations | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| | Previous Fiscal Year Data | | | | | 2018Thru09-30 |
| | 2013 | 2014 | 2015 | 2016 | 2017 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 214 | 164 | 287 | 236 | 228 | 169 |