

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

For 1st Quarter 2019 for period ending December 31, 2018

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2019Thru12-31 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Number of Complaints Filed | 1224 | 1275 | 1345 | 1252 | 1483 | 309 |
| Number of Complainants | 1187 | 1226 | 1296 | 1207 | 1425 | 309 |
| Repeat Filers | 31 | 42 | 42 | 36 | 53 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru12-31 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 383 | 452 | 464 | 459 | 539 | 102 |
| Color | 137 | 179 | 177 | 194 | 201 | 37 |
| Religion | 64 | 65 | 64 | 61 | 67 | 9 |
| Reprisal | 581 | 609 | 719 | 637 | 766 | 146 |
| Sex | 441 | 465 | 477 | 460 | 514 | 110 |
| PDA | 7 | 23 | 23 | 14 | 18 | 4 |
| National Origin | 193 | 194 | 222 | 207 | 267 | 38 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Equal Pay Act | 12 | 8 | 4 | 9 | 4 | 2 |
| Age | 425 | 412 | 426 | 389 | 411 | 86 |
| Disability | 310 | 332 | 355 | 342 | 425 | 81 |
| Genetics | 6 | 5 | 10 | 5 | 6 | 0 |
| Non-EEO | 89 | 85 | 79 | 105 | 88 | 19 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru12-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Appointment/Hire | 61 | 85 | 91 | 89 | 100 | 24 |
| Assignment of Duties | 118 | 143 | 145 | 141 | 225 | 28 |
| Awards | 16 | 21 | 27 | 24 | 21 | 4 |
| Conversion to Full Time/Perm Status | 2 | 0 | 3 | 1 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 9 | 7 | 12 | 12 | 15 | 3 |
| Reprimand | 57 | 69 | 58 | 78 | 77 | 10 |
| Suspension | 66 | 76 | 88 | 90 | 87 | 13 |
| Removal | 41 | 55 | 56 | 37 | 40 | 9 |
| Duty Hours | 20 | 29 | 42 | 25 | 25 | 6 |
| Perf. Eval./ Appraisal | 82 | 143 | 142 | 146 | 144 | 24 |
| Examination/Test | 10 | 6 | 16 | 6 | 27 | 3 |
| Harassment | | | | | | |
| Non-Sexual | 514 | 513 | 613 | 522 | 640 | 124 |
| Sexual | 39 | 34 | 38 | 46 | 68 | 13 |
| Medical Examination | 14 | 22 | 33 | 16 | 33 | 8 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Pay including overtime | 47 | 54 | 49 | 64 | 43 | 11 |
| Promotion/Non-Selection | 171 | 233 | 309 | 290 | 242 | 57 |
| Reassignment | | | | | | |
| Denied | 23 | 30 | 38 | 34 | 33 | 3 |
| Directed | 50 | 35 | 48 | 54 | 55 | 7 |
| Reasonable Accommodation Disability | 68 | 85 | 97 | 102 | 117 | 20 |
| Reinstatement | 3 | 6 | 5 | 2 | 7 | 0 |
| Religious Accommodation | 0 | 0 | 11 | 10 | 12 | 0 |
| Retirement | 3 | 6 | 4 | 5 | 3 | 1 |
| Sex-Stereotyping | 0 | 0 | 2 | 1 | 1 | 1 |
| Telework | 0 | 0 | 21 | 21 | 21 | 3 |
| Termination | 94 | 91 | 94 | 112 | 156 | 22 |
| Terms/Conditions of Employment | 113 | 108 | 139 | 172 | 235 | 36 |
| Time and Attendance | 53 | 74 | 88 | 101 | 108 | 14 |
| Training | 24 | 29 | 48 | 59 | 36 | 6 |
| Other | | | | | | |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru12-31 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 261.76 | 260.32 | 294.24 | 248.63 | 276.87 | 248.44 |
| Average number of days in final action | 72.18 | 78.12 | 104.56 | 140.12 | 110.16 | 138.77 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 254.60 | 260.50 | 287.75 | 238.85 | 248.67 | 247.53 |

| | | | | | | | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------|----------|----------|----------|----------|----------------------|----------|
| Average number of days in final action | 38.41 | 48.18 | 58.25 | 73.13 | 67.51 | 44.25 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 274.03 | 260.55 | 296.12 | 263.50 | 318.41 | 247.28 | | | | | | |
| Average number of days in final action | 119.05 | 114.45 | 165.11 | 194.21 | 178.35 | 294.11 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2019Thru12-31 | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | | | | | | | |
| Total Complaints Dismissed by Agency | 123 | 89 | 58 | 109 | 185 | 25 | | | | | | |
| Average days pending prior to dismissal | 147 | 158 | 217 | 213 | 275 | 176 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 110 | 126 | 133 | 110 | 120 | 28 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2019Thru12-31 | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 28 | | 21 | | 18 | | 13 | | 8 | | 1 | |
| Without Hearing | 20 | 71 | 10 | 48 | 11 | 61 | 11 | 85 | 3 | 38 | 0 | 0 |
| With Hearing | 8 | 29 | 11 | 52 | 7 | 39 | 2 | 15 | 5 | 63 | 1 | 100 |

| | | | | | | | | | | | | |
|---------------------------------|----|----|---|-----|---|----|---|----|---|-----|---|-----|
| Reprisal | 3 | 38 | 5 | 45 | 6 | 86 | 1 | 50 | 5 | 100 | 1 | 100 |
| Sex | 1 | 13 | 4 | 36 | 6 | 86 | 0 | 0 | 2 | 40 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 1 | 13 | 0 | 0 | 3 | 43 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 13 | 5 | 45 | 2 | 29 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 5 | 63 | 2 | 18 | 2 | 29 | 0 | 0 | 2 | 40 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 1 | 9 | 1 | 14 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 17 | | 3 | | 9 | | 9 | | 1 | | 0 | |
| Race | 4 | 24 | 1 | 33 | 1 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 1 | 6 | 1 | 33 | 1 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 1 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 8 | 47 | 0 | 0 | 2 | 22 | 5 | 56 | 1 | 100 | 0 | 0 |
| Sex | 11 | 65 | 0 | 0 | 6 | 67 | 4 | 44 | 0 | 0 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 3 | 18 | 1 | 33 | 1 | 11 | 1 | 11 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 4 | 24 | 3 | 100 | 0 | 0 | 3 | 33 | 0 | 0 | 0 | 0 |
| Disability | 4 | 24 | 1 | 33 | 2 | 22 | 4 | 44 | 0 | 0 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 1 | 6 | 0 | 0 | 1 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |

| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
|--|---------------------------|----|------|----|------|----|------|----|------|----|---------------|-----|
| | Previous Fiscal Year Data | | | | | | | | | | 2019Thru12-31 | |
| | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 24 | | 14 | | 16 | | 11 | | 6 | | 1 | |
| Appointment/Hire | 2 | 8 | 0 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 2 | 8 | 2 | 14 | 2 | 13 | 3 | 27 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 1 | 6 | 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 | 0 | 0 | 1 | 7 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 2 | 8 | 1 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 17 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 1 | 4 | 1 | 7 | 0 | 0 | 0 | 0 | 1 | 17 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 9 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 11 | 46 | 7 | 50 | 8 | 50 | 3 | 27 | 2 | 33 | 1 | 100 |
| Sexual | 3 | 13 | 1 | 7 | 4 | 25 | 0 | 0 | 1 | 17 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 17 | 0 | 0 |
| Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 5 | 21 | 4 | 29 | 4 | 25 | 2 | 18 | 1 | 17 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |

| | | | | | | | | | | | | |
|-------------------------------------|---|----|----|----|---|----|---|----|---|----|---|---|
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 3 | 13 | 1 | 7 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 1 | 4 | 1 | 7 | 2 | 13 | 1 | 9 | 0 | 0 | 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 | 4 | 17 | 2 | 14 | 0 | 0 | 1 | 9 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 2 | 8 | 3 | 21 | 1 | 6 | 3 | 27 | 1 | 17 | 0 | 0 |
| Time and Attendance | 1 | 4 | 1 | 7 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 2 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Define | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Findings After Hearing | 7 | | 11 | | 7 | | 2 | | 5 | | 1 | |
| Appointment/Hire | 1 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 1 | 14 | 2 | 18 | 1 | 14 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 1 | 14 | 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 | 0 | 0 | 1 | 9 | 1 | 14 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 1 | 14 | 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | |
|-------------------------------------|----|----|---|----|---|----|---|----|---|-----|---|---|
| Other - User Define | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Findings Without Hearing | 17 | | 3 | | 9 | | 9 | | 1 | | 0 | |
| Appointment/Hire | 1 | 6 | 0 | 0 | 1 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 1 | 6 | 0 | 0 | 1 | 11 | 3 | 33 | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 1 | 6 | 0 | 0 | 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 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 11 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 8 | 47 | 1 | 33 | 4 | 44 | 3 | 33 | 0 | 0 | 0 | 0 |
| Sexual | 2 | 12 | 0 | 0 | 2 | 22 | 0 | 0 | 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 | 4 | 24 | 2 | 67 | 1 | 11 | 0 | 0 | 1 | 100 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 3 | 18 | 0 | 0 | 1 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | |
|-------------------------------------|---|----|---|----|---|----|---|----|---|---|---|---|
| Reasonable Accommodation Disability | 1 | 6 | 0 | 0 | 1 | 11 | 1 | 11 | 0 | 0 | 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 | 2 | 12 | 0 | 0 | 0 | 0 | 1 | 11 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 2 | 12 | 0 | 0 | 0 | 0 | 3 | 33 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 2 | 67 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Other - User Define

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | 2019Thru12-31 |
|---|---------------------------|------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | | |
| Total complaints from previous Fiscal Years | 1096 | 1344 | 1680 | 2040 | 2064 | 3096 | |
| Total Complainants | 1025 | 1250 | 1557 | 1869 | 1868 | 2790 | |
| Number complaints pending | | | | | | | |
| Investigation | 97 | 176 | 168 | 195 | 87 | 619 | |
| ROI issued, pending Complainant's action | 8 | 10 | 11 | 26 | 23 | 60 | |
| Hearing | 889 | 1013 | 1210 | 1571 | 1590 | 1895 | |
| Final Agency Action | 104 | 141 | 233 | 234 | 303 | 408 | |
| Appeal with EEOC Office of Federal Operations | 735 | 733 | 703 | 801 | 976 | 1045 | |

| Complaint Investigations | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2019 Thru 12-31 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 151 | 246 | 190 | 207 | 165 | 184 |