Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:

Department of Homeland Security

For 3rd Quarter 2019 for period ending June 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	1224	1275	1345	1255	1481	911
Number of Complainants	1187	1226	1296	1206	1422	896
Repeat Filers	31	42	42	40	54	14

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	
Race	383	452	464	459	543	320
Color	137	179	177	194	201	102
Religion	64	65	64	61	69	39
Reprisal	580	609	719	639	767	472
Sex	441	465	477	460	513	322
PDA	7	23	23	14	18	9

National Origin	193	194	222	207	268	136
Equal Pay Act	12	8	4	9	2	3
Age	425	412	426	390	414	277
Disability	310	332	355	343	426	278
Genetics	6	5	10	5	6	1
Non-EEO	89	85	79	105	87	43

Complaints by Issue	**Comparative Data**					
	Previous Fiscal Year Data					**2019Thru06-30**
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	**2014**	**2015**	**2016**	**2017**	**2018**	
Appointment/Hire	61	85	91	89	103	65
Assignment of Duties	118	143	145	142	223	93
Awards	16	21	27	24	21	14
Conversion to Full Time/Perm Status	2	0	3	1	0	0
Disciplinary Action						
Demotion	9	7	12	12	15	9
Reprimand	57	69	58	78	79	39
Suspension	66	76	88	90	89	43
Removal	41	55	56	38	39	29
Duty Hours	20	29	42	25	26	17
Perf. Eval./ Appraisal	82	143	142	146	147	96
Examination/Test	10	6	16	6	27	12
Harassment						
Non-Sexual	514	513	613	523	643	420
Sexual	39	34	38	46	68	30

Medical Examination	14	22	33	16	33	23
Pay including overtime	47	54	49	64	42	30
Promotion/Non-Selection	171	233	309	292	242	158
Reassignment						
Denied	23	30	38	34	35	15
Directed	50	35	48	54	55	30
Reasonable Accommodation Disability	68	85	97	103	116	82
Reinstatement	3	6	5	2	7	2
Religious Accommodation	0	0	11	9	12	2
Retirement	3	6	4	5	4	5
Sex-Stereotyping	0	0	2	1	1	0
Telework	0	0	21	21	20	8
Termination	94	91	94	112	157	85
Terms/Conditions of Employment	113	108	139	172	238	117
Time and Attendance	53	74	88	101	109	63
Training	24	29	48	59	36	24
Other						

Processing Time	**Comparative Data**					
	Previous Fiscal Year Data					**2019Thru06-30**
	2014	**2015**	**2016**	**2017**	**2018**	
Complaints pending during fiscal year						
Average number of days in investigation	261.76	260.32	294.24	248.63	274.80	285.65
Average number of days in final action	72.11	78.60	104.39	139.53	109.77	133.89
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	254.60	260.50	287.81	238.88	251.46	273.60
Average number of days in final action	38.40	49.10	58.13	72.45	67.18	71.81
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	274.03	260.55	296.04	263.63	310.03	298.51
Average number of days in final action	119.05	114.72	165.11	194.72	178.35	291.58

Complaints Dismissed by Agency	**Comparative Data**					
	Previous Fiscal Year Data					**2019Thru06-30**
	2014	**2015**	**2016**	**2017**	**2018**	
Total Complaints Dismissed by Agency	123	89	58	108	183	76
Average days pending prior to dismissal	147	158	217	213	278	194
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	110	126	133	110	122	100

Total Final Agency Actions Finding Discrimination	**Comparative Data**											
	Previous Fiscal Year Data										**2019Thru06-30**	
	2014		**2015**		**2016**		**2017**		**2018**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total Number Findings	28		21		18		13		8		14	
Without Hearing	20	71	10	48	11	61	11	85	3	38	10	71
With Hearing	8	29	11	52	7	39	2	15	5	63	4	29

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019Thru06-30	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	25		14		16		11		6		11	
Race	5	20	5	36	3	19	1	9	1	17	5	45
Color	1	4	1	7	1	6	0	0	1	17	2	18
Religion	0	0	0	0	1	6	0	0	0	0	0	0
Reprisal	11	44	5	36	8	50	6	55	6	100	3	27
Sex	12	48	4	29	12	75	4	36	2	33	3	27
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	4	16	1	7	4	25	1	9	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	5	20	8	57	2	13	3	27	0	0	5	45
Disability	9	36	3	21	4	25	4	36	2	33	3	27
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	4	1	7	2	13	0	0	0	0	0	0
Findings After Hearing	8		11		7		2		5		4	
Race	1	13	4	36	2	29	1	50	1	20	2	50
Color	0	0	0	0	0	0	0	0	1	20	1	25
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	3	38	5	45	6	86	1	50	5	100	1	25
Sex	1	13	4	36	6	86	0	0	2	40	1	25
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	1	25
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		7	
Race	4	24	1	33	1	11	0	0	0	0	3	43
Color	1	6	1	33	1	11	0	0	0	0	1	14
Religion	0	0	0	0	1	11	0	0	0	0	0	0
Reprisal	8	47	0	0	2	22	5	56	1	100	2	29
Sex	11	65	0	0	6	67	4	44	0	0	2	29
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	5	71
Disability	4	24	1	33	2	22	4	44	0	0	2	29
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										2019Thru06-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	24		14		16		11		6		11	
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	1	9
Removal	0	0	0	0	0	0	0	0	1	17	2	18
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	3	27
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	5	45
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	1	9
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	2	18
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	1	9
Terms/Conditions of Employment	2	8	3	21	1	6	3	27	1	17	2	18
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		4	
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

Removal	0	0	0	0	0	0	0	0	1	20	1	25
Duty Hours	0	0	0	0	1	14	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	9	0	0	0	0	1	20	1	25
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	43	6	55	4	57	0	0	2	40	2	50
Sexual	1	14	1	9	2	29	0	0	1	20	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	20	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	14	2	18	3	43	2	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	9	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	9	1	14	0	0	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	29	2	18	0	0	0	0	0	0	1	25
Terms/Conditions of Employment	0	0	3	27	1	14	0	0	1	20	0	0
Time and Attendance	1	14	0	0	1	14	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Define												
Findings Without Hearing	17		3		9		9		1		7	
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	1	14
Removal	0	0	0	0	0	0	0	0	0	0	1	14
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	2	29
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	3	43
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	1	14
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	2	29
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	2	29
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**					
	Previous Fiscal Year Data					**2019Thru06-30**
	2014	**2015**	**2016**	**2017**	**2018**	
Total complaints from previous Fiscal Years	1091	1339	1674	2025	2040	2498
Total Complainants	1019	1244	1550	1853	1841	2259
Number complaints pending						
Investigation	97	176	168	194	85	228
ROI issued, pending Complainant's action	8	10	11	25	22	32
Hearing	885	1009	1205	1561	1582	1686
Final Agency Action	103	140	232	231	307	492
Appeal with EEOC Office of Federal Operations	735	733	702	799	969	1109

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	151	246	190	206	164	202