

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

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	1239	1289	1349	1275	1472	1266
Number of Complainants	1207	1244	1301	1227	1423	1232
Repeat Filers	27	40	42	38	62	60
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	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	387	448	450	464	545	466
Color	139	178	167	194	201	162
Religion	66	65	66	61	68	55
Reprisal	583	607	685	645	768	669
Sex	443	467	481	465	526	471
PDA	7	23	23	13	19	17
National Origin	196	195	222	207	264	183

Equal Pay Act	12	8	4	11	6	3
Age	373	411	407	390	409	382
Disability	304	330	348	337	416	411
Genetics	6	5	8	4	6	4
Non-EEO	85	89	80	103	90	69
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Appointment/Hire	58	85	86	87	98	94
Assignment of Duties	117	143	132	139	224	140
Awards	16	20	20	24	20	21
Conversion to Full Time/Perm Status	2	0	3	1	0	0
<b>Disciplinary Action</b>						
Demotion	9	9	11	12	16	11
Reprimand	56	65	42	79	81	60
Suspension	62	74	79	88	87	63
Removal	44	56	56	36	40	38
Duty Hours	21	29	41	23	28	21
Perf. Eval./ Appraisal	86	145	115	150	150	137
Examination/Test	10	6	15	7	27	14
<b>Harassment</b>						
Non-Sexual	515	513	594	527	645	618
Sexual	40	35	38	46	70	47
Medical Examination	13	22	27	16	33	36

Pay including overtime	48	53	43	62	44	49
Promotion/Non-Selection	170	230	302	288	240	218
<b>Reassignment</b>						
Denied	24	30	34	34	32	22
Directed	50	35	44	53	56	42
Reasonable Accommodation Disability	67	84	89	100	114	130
Reinstatement	3	6	5	3	7	2
Religious Accommodation	0	0	11	10	12	7
Retirement	3	6	4	5	3	8
Sex-Stereotyping	0	0	2	1	1	0
Telework	0	0	20	20	21	12
Termination	92	88	85	113	155	129
Terms/Conditions of Employment	107	105	117	173	235	172
Time and Attendance	48	72	80	98	105	103
Training	25	28	44	55	40	42
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Complaints pending during fiscal year						
Average number of days in investigation	258.66	257.44	293.53	248.21	274.04	286.32
Average number of days in final action	70.52	77.07	104.47	137.42	108.31	124.96
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	252.06	258.71	284.51	237.05	247.87	272.03

Average number of days in final action	39.91	46.53	57.32	70.40	68.06	73.65						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	270.50	255.26	297.65	264.53	308.53	301.97						
Average number of days in final action	109.65	112.82	159.83	188.34	167.36	271.78						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru09-30</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total Complaints Dismissed by Agency	126	96	63	111	186	98						
Average days pending prior to dismissal	140	153	206	213	163	187						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	103	120	121	111	120	140						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru09-30</b>	
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</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	12		14		18		14		8		15	
Without Hearing	0	0	0	0	11	61	12	86	1	12	15	100
With Hearing	12	100	14	100	7	39	1	14	7	88	0	0



Reprisal	3	50	5	45	6	86	1	50	6	86	2	50
Sex	1	17	4	36	6	86	0	0	2	29	1	25
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	17	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	17	5	45	2	29	0	0	0	0	0	0
Disability	3	50	2	18	2	29	0	0	2	29	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
<b>Findings Without Hearing</b>	17		3		9		10		1		11	
Race	4	24	1	33	1	11	1	10	0	0	5	45
Color	1	6	1	33	1	33	0	0	0	0	1	9
Religion	0	0	0	0	1	11	0	0	0	0	0	0
Reprisal	8	47	0	0	2	22	6	60	1	100	3	27
Sex	10	59	0	0	6	67	4	40	0	0	4	36
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	3	18	1	33	1	11	1	10	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	30	0	0	5	45
Disability	4	24	1	33	2	22	4	40	0	0	3	27
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										2019Thru09-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	24		14		16		12		8		15	
Appointment/Hire	2	8	0	0	1	6	0	0	0	0	1	7
Assignment of Duties	2	8	2	14	2	13	3	25	1	12	1	7
Awards	0	0	0	0	1	6	0	0	0	0	1	7
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	7
Removal	0	0	0	0	0	0	0	0	1	12	2	13
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	12	2	13
Examination/Test	0	0	0	0	0	0	1	8	0	0	0	0
Harassment												
Non-Sexual	11	46	7	50	8	50	4	33	3	38	6	40
Sexual	3	13	1	7	4	25	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	12	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	5	21	4	19	4	25	2	17	1	12	2	13
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	1	7
Reasonable Accommodation Disability	1	4	1	7	2	13	1	8	0	0	2	13
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	3	13	2	14	0	0	1	8	0	0	1	7
Terms/Conditions of Employment	2	8	3	21	1	6	3	25	2	25	3	20
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	1	7
Other - User Define												
<b>Findings After Hearing</b>	7		11		7		2		7		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	1	14	1	25
Awards	0	0	0	0	1	14	0	0	0	0	1	25
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												
<b>Findings Without Hearing</b>	17		3		9		10		1		11	
Appointment/Hire	1	6	0	0	1	11	0	0	0	0	1	9
Assignment of Duties	1	6	0	0	1	11	3	30	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	9
Removal	0	0	0	0	0	0	0	0	0	0	1	9
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	18
Examination/Test	0	0	0	0	0	0	1	10	0	0	0	0
Harassment												
Non-Sexual	8	47	1	33	4	44	4	40	0	0	4	36
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	9
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	1	9

Reasonable Accommodation Disability	1	6	0	0	1	11	1	10	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	2	12	0	0	0	0	1	10	0	0	0	0
Terms/Conditions of Employment	2	12	0	0	0	0	3	30	0	0	3	27
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	1	9

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	1146	1419	1760	2083	2092	2169
Total Complainants	1078	1328	1635	1914	1892	1984
<b>Number complaints pending</b>						
Investigation	105	199	210	214	90	114
ROI issued, pending Complainant's action	9	9	11	28	24	32
Hearing	914	1061	1237	1590	1597	1488
Final Agency Action	112	147	252	215	308	500
Appeal with EEOC Office of Federal Operations	923	369	751	818	978	1187

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	164	287	236	228	169	136