

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

## DHS (and below)

For 2nd Quarter 2020 for period ending March 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	1295	1369	1284	1516	1304	730
Number of Complainants	1246	1318	1231	1455	1263	714
Repeat Filers	42	44	43	56	38	16
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	457	469	474	556	469	272
Color	180	179	203	206	167	106
Religion	65	64	63	70	55	30
Reprisal	620	731	660	783	685	388
Sex	473	493	474	532	474	287
PDA	23	24	14	19	18	10

National Origin	196	228	213	270	188	124
Equal Pay Act	8	4	11	6	3	3
Age	413	427	401	419	388	236
Disability	334	357	348	428	417	229
Genetics	5	10	5	6	5	2
Non-EEO	91	83	106	89	70	52
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	86	92	91	103	97	64
Assignment of Duties	143	149	148	230	147	97
Awards	21	27	27	22	22	14
Conversion to Full Time/Perm Status	0	3	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	10	12	13	16	11	6
Reprimand	71	59	82	87	62	32
Suspension	76	88	90	89	66	36
Removal	56	60	38	39	38	13
Duty Hours	29	42	25	27	21	15
Perf. Eval./ Appraisal	148	146	160	160	143	80
Examination/Test	6	16	7	27	14	6
<b>Harassment</b>						
Non-Sexual	521	626	541	659	636	372
Sexual	35	38	46	70	48	23

Medical Examination	22	32	17	33	39	17
Pay including overtime	54	49	66	48	54	35
Promotion/Non-Selection	234	310	296	247	221	113
<b>Reassignment</b>						
Denied	31	38	37	35	25	14
Directed	37	51	54	58	44	20
Reasonable Accommodation Disability	85	96	106	118	133	64
Reinstatement	6	5	3	7	2	1
Religious Accommodation	0	11	9	12	7	4
Retirement	6	4	5	4	9	5
Sex-Stereotyping	0	2	1	1	0	1
Telework	0	21	21	21	14	16
Termination	91	95	114	158	132	63
Terms/Conditions of Employment	110	142	182	247	177	72
Time and Attendance	74	88	105	111	105	46
Training	29	49	61	40	42	21
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru03-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	258.48	293.56	248.67	272.32	286.29	252.96
Average number of days in final action	78.63	102.98	136.99	107.03	124.37	143.18
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	260.42	287.81	240.16	252.69	271.51	225.58						
Average number of days in final action	49.10	58.24	72.98	66.84	73.30	74.52						
<b>Complaint pending during fiscal year where hearing was not requested</b>												
Average number of days in investigation	255.43	294.14	261.16	301.42	302.95	287.55						
Average number of days in final action	112.46	159.39	187.76	167.77	270.80	331.28						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru03-31</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
Total Complaints Dismissed by Agency	95	63	111	187	98	50						
Average days pending prior to dismissal	153	206	213	274	187	259						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	127	137	116	126	146	69						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru03-31</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</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	21		18		13		11		19		11	
Without Hearing	10	48	11	61	11	85	4	36	15	79	5	45
With Hearing	11	52	7	39	2	15	7	64	4	21	6	55





Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru03-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	14		16		11		8		15		10	
Appointment/Hire	0	0	1	6	0	0	0	0	1	7	1	10
Assignment of Duties	2	14	2	13	3	27	0	0	1	7	2	20
Awards	0	0	1	6	0	0	0	0	1	7	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	1	6	0	0	0	0	0	0	0	0
Suspension	1	7	0	0	0	0	0	0	1	7	1	10
Removal	0	0	0	0	0	0	1	13	2	13	0	0
Duty Hours	0	0	1	6	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	7	0	0	0	0	1	13	2	13	1	10
Examination/Test	0	0	0	0	1	9	0	0	0	0	0	0
Harassment												
Non-Sexual	7	50	8	50	3	27	3	38	6	40	4	40
Sexual	1	7	4	25	0	0	1	13	0	0	2	20
Medical Examination	0	0	0	0	0	0	1	13	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	4	29	4	25	2	18	1	13	2	13	3	30
Reassignment												







Other - User Define												
<b>Findings Without Hearing</b>	3		9		9		1		11		4	
Appointment/Hire	0	0	1	11	0	0	0	0	1	9	0	0
Assignment of Duties	0	0	1	11	3	33	0	0	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	0	0	0	0	0	0	0	0	1	9	0	0
Removal	0	0	0	0	0	0	0	0	1	9	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	2	18	0	0
Examination/Test	0	0	0	0	1	11	0	0	0	0	0	0
Harassment												
Non-Sexual	1	33	4	44	3	33	0	0	4	36	2	50
Sexual	0	0	2	22	0	0	0	0	0	0	2	50
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	2	67	1	11	0	0	1	100	1	9	1	25
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	11	0	0	0	0	1	9	0	0

Reasonable Accommodation Disability	0	0	1	11	1	11	0	0	2	18	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	0	0	0	0	1	11	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	3	33	0	0	3	27	0	0
Time and Attendance	1	33	0	0	0	0	0	0	0	0	0	0
Training	2	67	0	0	0	0	0	0	1	9	0	0

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020Thru03-31
	Previous Fiscal Year Data						
	2015	2016	2017	2018	2019		
Total complaints from previous Fiscal Years	1350	1678	2016	2022	2139	2727	
Total Complainants	1255	1553	1846	1825	1956	2482	
<b>Number complaints pending</b>							
Investigation	177	168	193	85	112	253	
ROI issued, pending Complainant's action	10	11	25	22	32	40	
Hearing	1010	1196	1544	1562	1466	1639	
Final Agency Action	144	240	235	314	500	679	
Appeal with EEOC Office of Federal Operations	733	702	801	971	1196	1275	

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru03-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	247	191	206	164	128	115