

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

## DHS (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2020Thru06-30 |
|  | 2015                      | 2016 | 2017 | 2018 | 2019 |               |
| Number of Complaints Filed   | 1289                      | 1349 | 1275 | 1504 | 1300 | 1031          |
| Number of Complainants   | 1244                      | 1301 | 1227 | 1447 | 1261 | 996           |
| Repeat Filers  | 40                        | 42   | 38   | 52   | 35   | 32            |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2020Thru06-30 |
|  | 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> | 2015                      | 2016 | 2017 | 2018 | 2019 | 2020Thru06-30 |
| Race   | 448                       | 450  | 464  | 545  | 466  | 387           |
| Color  | 178                       | 167  | 194  | 201  | 162  | 151           |
| Religion   | 65                        | 66   | 61   | 68   | 55   | 43            |
| Reprisal   | 607                       | 685  | 645  | 768  | 669  | 569           |
| Sex  | 467                       | 481  | 465  | 526  | 471  | 411           |
| PDA  | 23                        | 23   | 13   | 19   | 17   | 13            |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin  | 195                              | 222         | 207         | 264         | 183         | 177                  |
| Equal Pay Act  | 8                                | 4           | 11          | 6           | 3           | 4                    |
| Age  | 411                              | 407         | 390         | 409         | 382         | 337                  |
| Disability   | 330                              | 348         | 337         | 416         | 411         | 325                  |
| Genetics   | 5                                | 8           | 4           | 6           | 4           | 5                    |
| Non-EEO  | 89                               | 80          | 103         | 90          | 69          | 66                   |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2020Thru06-30</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   | 85                               | 86          | 87          | 98          | 94          | 90                   |
| Assignment of Duties   | 143                              | 132         | 139         | 224         | 140         | 152                  |
| Awards   | 20                               | 20          | 24          | 20          | 21          | 20                   |
| Conversion to Full Time/Perm Status  | 0                                | 3           | 1           | 0           | 0           | 0                    |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                      |
| Demotion   | 9                                | 11          | 12          | 16          | 11          | 10                   |
| Reprimand  | 65                               | 42          | 79          | 81          | 60          | 47                   |
| Suspension   | 74                               | 79          | 88          | 87          | 63          | 54                   |
| Removal  | 56                               | 56          | 36          | 40          | 38          | 19                   |
| Duty Hours   | 29                               | 41          | 23          | 28          | 21          | 18                   |
| Perf. Eval./ Appraisal   | 145                              | 115         | 150         | 150         | 137         | 105                  |
| Examination/Test   | 6                                | 15          | 7           | 27          | 14          | 8                    |
| <b>Harassment</b>  |                                  |             |             |             |             |                      |
| Non-Sexual   | 513                              | 594         | 527         | 645         | 618         | 545                  |
| Sexual   | 35                               | 38          | 46          | 70          | 47          | 42                   |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Medical Examination  | 22                               | 27          | 16          | 33          | 36          | 22                   |
| Pay including overtime   | 53                               | 43          | 62          | 44          | 49          | 49                   |
| Promotion/Non-Selection  | 230                              | 302         | 288         | 240         | 218         | 157                  |
| <b>Reassignment</b>  |                                  |             |             |             |             |                      |
| Denied   | 30                               | 34          | 34          | 32          | 22          | 18                   |
| Directed   | 35                               | 44          | 53          | 56          | 42          | 33                   |
| Reasonable Accommodation Disability                              | 84                               | 89          | 100         | 114         | 130         | 100                  |
| Reinstatement  | 6                                | 5           | 3           | 7           | 2           | 2                    |
| Religious Accommodation  | 0                                | 11          | 10          | 12          | 7           | 8                    |
| Retirement   | 6                                | 4           | 5           | 3           | 8           | 8                    |
| Sex-Stereotyping   | 0                                | 2           | 1           | 1           | 0           | 153                  |
| Telework   | 0                                | 20          | 20          | 21          | 12          | 24                   |
| Termination  | 88                               | 85          | 113         | 155         | 129         | 104                  |
| Terms/Conditions of Employment                                   | 105                              | 117         | 173         | 235         | 172         | 101                  |
| Time and Attendance  | 72                               | 80          | 98          | 105         | 103         | 73                   |
| Training   | 28                               | 44          | 55          | 40          | 42          | 31                   |
| <b>Other</b>   |                                  |             |             |             |             |                      |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2020Thru06-30</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                          | 257.44                           | 293.53      | 248.21      | 274.04      | 286.32      | 238.84               |
| Average number of days in final action                           | 77.07                            | 104.47      | 137.42      | 108.31      | 124.96      | 152.58               |
| Complaint pending during fiscal year where hearing was requested |                                  |             |             |             |             |                      |

|  |                                  |             |             |             |             |          |             |          |             |          |                      |          |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| Average number of days in investigation                              | 258.71                           | 284.51      | 237.05      | 247.87      | 272.03      | 219.04   |             |          |             |          |                      |          |
| Average number of days in final action                               | 46.53                            | 57.32       | 70.40       | 68.06       | 73.65       | 78.67    |             |          |             |          |                      |          |
| Complaint pending during fiscal year where hearing was not requested |                                  |             |             |             |             |          |             |          |             |          |                      |          |
| Average number of days in investigation                              | 255.26                           | 297.65      | 264.53      | 308.53      | 301.97      | 266.67   |             |          |             |          |                      |          |
| Average number of days in final action                               | 112.82                           | 159.83      | 188.34      | 167.36      | 271.78      | 326.80   |             |          |             |          |                      |          |
| <b>Complaints Dismissed by Agency</b>                                | <b>Comparative Data</b>          |             |             |             |             |          |             |          |             |          |                      |          |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             |          |             |          |             |          | <b>2020Thru06-30</b> |          |
|  | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |          |             |          |             |          |                      |          |
| Total Complaints Dismissed by Agency                                 | 96                               | 63          | 111         | 188         | 98          |          |             |          |             |          | 82                   |          |
| Average days pending prior to dismissal                              | 153                              | 206         | 213         | 271         | 187         |          |             |          |             |          | 297                  |          |
| <b>Complaints Withdrawn by Complainants</b>                          |                                  |             |             |             |             |          |             |          |             |          |                      |          |
| Total Complaints Withdrawn by Complainants                           | 120                              | 121         | 111         | 120         | 140         |          |             |          |             |          | 107                  |          |
| <b>Total Final Agency Actions Finding Discrimination</b>             | <b>Comparative Data</b>          |             |             |             |             |          |             |          |             |          |                      |          |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             |          |             |          |             |          | <b>2020Thru06-30</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  | 14                               |             | 18          |             | 14          |          | 9           |          | 15          |          | 27                   |          |
| Without Hearing  | 0                                | 0           | 11          | 61          | 12          | 86       | 4           | 44       | 15          | 100      | 11                   | 41       |
| With Hearing   | 14                               | 100         | 7           | 39          | 2           | 14       | 5           | 56       | 0           | 0        | 16                   | 59       |





| Findings of Discrimination Rendered by Issue | Comparative Data          |    |      |    |      |    |      |    |      |    |               |    |
|--|---------------------------|----|------|----|------|----|------|----|------|----|---------------|----|
|  | Previous Fiscal Year Data |    |      |    |      |    |      |    |      |    | 2020Thru06-30 |    |
|  | 2015                      |    | 2016 |    | 2017 |    | 2018 |    | 2019 |    |               |    |
|  | #                         | %  | #    | %  | #    | %  | #    | %  | #    | %  | #             | %  |
| <b>Total Number Findings</b>                 | 14                        |    | 16   |    | 12   |    | 6    |    | 15   |    | 24            |    |
| Appointment/Hire                             | 0                         | 0  | 1    | 6  | 0    | 0  | 0    | 0  | 1    | 7  | 2             | 8  |
| Assignment of Duties                         | 2                         | 14 | 2    | 13 | 3    | 25 | 0    | 0  | 1    | 7  | 3             | 13 |
| Awards                                       | 0                         | 0  | 1    | 6  | 0    | 0  | 0    | 0  | 1    | 7  | 1             | 4  |
| 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             | 4  |
| Removal                                      | 0                         | 0  | 0    | 0  | 0    | 0  | 1    | 17 | 2    | 13 | 1             | 4  |
| Duty Hours                                   | 0                         | 0  | 1    | 6  | 0    | 0  | 0    | 0  | 0    | 0  | 0             | 0  |
| Perf. Eval./ Appraisal                       | 1                         | 7  | 0    | 0  | 0    | 0  | 1    | 17 | 2    | 13 | 3             | 13 |
| Examination/Test                             | 0                         | 0  | 0    | 0  | 1    | 8  | 0    | 0  | 0    | 0  | 0             | 0  |
| Harassment                                   |                           |    |      |    |      |    |      |    |      |    |               |    |
| Non-Sexual                                   | 7                         | 50 | 8    | 50 | 4    | 33 | 2    | 33 | 6    | 40 | 11            | 46 |
| Sexual                                       | 1                         | 7  | 4    | 25 | 0    | 0  | 1    | 17 | 0    | 0  | 4             | 17 |
| Medical Examination                          | 0                         | 0  | 0    | 0  | 0    | 0  | 1    | 17 | 0    | 0  | 1             | 4  |
| Pay including overtime                       | 0                         | 0  | 0    | 0  | 0    | 0  | 0    | 0  | 0    | 0  | 0             | 0  |
| Promotion/Non-Selection                      | 4                         | 29 | 4    | 25 | 2    | 17 | 1    | 17 | 2    | 13 | 3             | 13 |
| Reassignment                                 |                           |    |      |    |      |    |      |    |      |    |               |    |





|                                     |   |    |   |    |    |    |   |     |    |    |   |    |
|-------------------------------------|---|----|---|----|----|----|---|-----|----|----|---|----|
| Other - User Define                 |   |    |   |    |    |    |   |     |    |    |   |    |
|                                     |   |    |   |    |    |    |   |     |    |    |   |    |
| <b>Findings Without Hearing</b>     | 3 |    | 9 |    | 10 |    | 1 |     | 11 |    | 9 |    |
| Appointment/Hire                    | 0 | 0  | 1 | 11 | 0  | 0  | 0 | 0   | 1  | 9  | 0 | 0  |
| Assignment of Duties                | 0 | 0  | 1 | 11 | 3  | 30 | 0 | 0   | 0  | 0  | 0 | 0  |
| Awards                              | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 1 | 11 |
| 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  | 10 | 0 | 0   | 0  | 0  | 0 | 0  |
| Harassment                          |   |    |   |    |    |    |   |     |    |    |   |    |
| Non-Sexual                          | 1 | 33 | 4 | 44 | 4  | 40 | 0 | 0   | 4  | 36 | 3 | 33 |
| Sexual                              | 0 | 0  | 2 | 22 | 0  | 0  | 0 | 0   | 0  | 0  | 3 | 33 |
| 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 | 11 |
| 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  | 1 | 11 |

|                                     |   |    |   |    |   |    |   |   |   |    |   |    |
|-------------------------------------|---|----|---|----|---|----|---|---|---|----|---|----|
| Reasonable Accommodation Disability | 0 | 0  | 1 | 11 | 1 | 10 | 0 | 0 | 2 | 18 | 1 | 11 |
| 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  | 1 | 11 |
| Termination                         | 0 | 0  | 0 | 0  | 1 | 10 | 0 | 0 | 0 | 0  | 0 | 0  |
| Terms/Conditions of Employment      | 0 | 0  | 0 | 0  | 3 | 30 | 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          |      |      |      |      |               |
|---|---------------------------|------|------|------|------|---------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2020Thru06-30 |
|   | 2015                      | 2016 | 2017 | 2018 | 2019 |               |
| Total complaints from previous Fiscal Years                 | 1419                      | 1760 | 2083 | 2092 | 2169 | 2387          |
| Total Complainants  | 1328                      | 1635 | 1914 | 1892 | 1984 | 2184          |
| <b>Number complaints pending</b>                            |                           |      |      |      |      |               |
| Investigation   | 199                       | 210  | 214  | 90   | 114  | 133           |
| ROI issued, pending Complainant's action                    | 9                         | 11   | 28   | 24   | 32   | 22            |
| Hearing   | 1061                      | 1237 | 1590 | 1597 | 1488 | 1523          |
| Final Agency Action   | 147                       | 252  | 215  | 308  | 500  | 646           |
| Appeal with EEOC Office of Federal Operations               | 369                       | 751  | 818  | 978  | 1187 | 1310          |

| Complaint Investigations  | Comparative Data          |      |      |      |      |                 |
|---|---------------------------|------|------|------|------|-----------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2020 Thru 06-30 |
|   | 2015                      | 2016 | 2017 | 2018 | 2019 |                 |
| Pending Complaints Where Investigations Exceed Required Time Frames | 287                       | 236  | 228  | 169  | 136  | 96              |