

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2013

**PART I - PRE-COMPLAINT ACTIVITIES**

	COUNSELING	INDIVIDUALS
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<b>TOTAL COMPLETED/ENDED COUNSELING</b>		
	COUNSELING	INDIVIDUALS
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>	2,134	2,039
C.1. COUNSELED WITHIN 30 DAYS	588	559
C.2. COUNSELED WITHIN 31 TO 90 DAYS	1,323	1,290
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	274	272
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	875	859
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	174	174
C.3. COUNSELED BEYOND 90 DAYS	223	222
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
<b>D. PRE-COMPLAINT ACTIVITIES</b>		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	377	377
D.2. INITIATED DURING THE REPORTING PERIOD	2,140	2,036
D.3. COMPLETED/ENDED COUNSELINGS	2,134	2,039
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	163	163
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	770	758
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1,139	1,093
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	62	62
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	383	381

**E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
<b>E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL</b>	2	2	\$5,508.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$1,238.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.5. OTHER	1	1	\$4,270.00
E.6.	0	0	\$0.00
E.7.	0	0	\$0.00

**F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS
<b>F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL</b>	22	22
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	1	1
F.4. REASSIGNMENTS	4	4
F.5. REMOVALS RESCINDED	1	1
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	1	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	6	6
F.8. APOLOGY	2	2
F.9. DISCIPLINARY ACTIONS	4	4
F.9.a. RESCINDED	3	3
F.9.b. MODIFIED	1	1
F.10. PERFORMANCE EVALUATION MODIFIED	2	2
F.11. LEAVE RESTORED	1	1
F.12. Other	3	3
F.12. Improved Terms & Cond	1	1
F.12.	0	0
F.13.	0	0
F.13. OTHER	4	4
F.13. Neutral Reference	1	1

**G. ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
<b>G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL</b>	13	13	\$103,341.42
G.1. COMPENSATORY DAMAGES	1	1	\$22,500.00
G.2. BACKPAY/FRONTPAY	1	1	\$572.88
G.3. LUMP SUM PAYMENT	9	9	\$28,214.07
G.4. ATTORNEY FEES AND COSTS	4	4	\$52,054.47
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00
G.7.	0	0	\$0.00

**H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS
<b>H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL</b>	136	136
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	0	0
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	8	8
H.4. REASSIGNMENTS	20	20
H.5. REMOVALS RESCINDED	15	15
H.5.a. REINSTATEMENT	2	2
H.5.b. VOLUNTARY RESIGNATION	13	13
H.6. ACCOMMODATIONS	4	4
H.7. TRAINING	24	24
H.8. APOLOGY	3	3
H.9. DISCIPLINARY ACTIONS	17	17
H.9.a. RESCINDED	12	12
H.9.b. MODIFIED	5	5
H.10. PERFORMANCE EVALUATION MODIFIED	14	14
H.11. LEAVE RESTORED	11	11
H.12. Improved Terms & Cond	10	10
H.12. Other	14	14
H.12. Other	4	4
H.12. Other: Improved Terms/Cond of Empl, And Favorable References	26	26
H.12.	17	17
H.13. Neutral Reference	1	1
H.13.	0	0

**I. NON-ADR SETTLEMENTS**

	COUNSELING	INDIVIDUALS
<b>TOTAL</b>	22	22

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**PART II - FORMAL COMPLAINT ACTIVITIES**

1,916	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1,192	B. COMPLAINTS FILED
18	C. REMANDS (sum of lines C1+C2+C3)
14	C.1. REMANDS (NOT INCLUDED IN A OR B)
4	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
3,122	D. TOTAL COMPLAINTS
2,983	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
1,092	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
139	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
72	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
1,962	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1,141	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
67	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	196,439			
A.1.b. PERMANENT EMPLOYEES	182,807			
<b>A.2. COUNSELOR</b>	198		29	
A.2.a. FULL-TIME	71	35.86	29	100.00
A.2.b. PART-TIME	73	36.87	0	0.00
A.2.c. COLLATERAL DUTY	54	27.27	0	0.00
<b>A.3. INVESTIGATOR</b>	28		185	
A.3.a. FULL-TIME	17	60.71	91	49.19
A.3.b. PART-TIME	0	0.00	94	50.81
A.3.c. COLLATERAL DUTY	11	39.29	0	0.00
<b>A.4. COUNSELOR/INVESTIGATOR</b>	14		21	
A.4.a. FULL-TIME	11	78.57	21	100.00
A.4.b. PART-TIME	0	0.00	0	0.00
A.4.c. COLLATERAL DUTY	3	21.43	0	0.00

**B. AGENCY & CONTRACT STAFF TRAINING**

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>B.1. NEW STAFF - TOTAL</b>	27	0	4	1	2	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	12	0	4	1	1	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	14	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	1	0	0	0	1	0
<b>B.2. EXPERIENCED STAFF - TOTAL</b>	171	29	24	184	12	21
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	133	9	24	169	12	21
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	5	20	0	15	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	33	0	0	0	0	0

**C. REPORTING LINE**

1.	EEO DIRECTOR'S NAME:	Veronica Venture			
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO		
			N		
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	PERSON Tamara Kessler			
	TITLE	Acting Officer for Civil Rights and Civil Liberties			
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	PERSON Veronica Venture			
	TITLE	Director, EEO and Diversity Programs			
4.	WHO DOES THAT PERSON REPORT TO?	PERSON Tamara Kessler			
	TITLE	Acting Officer for Civil Rights and Civil Liberties			

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	1	1	0	11	12	0	8	7	21	157	69	67
B. ASSIGNMENT OF DUTIES	1	6	0	24	7	0	13	6	54	203	97	94
C. AWARDS	0	1	0	3	1	0	2	1	10	39	17	17
D. CONVERSION TO FULL TIME	0	0	0	1	0	0	0	0	0	3	1	1
E. DISCIPLINARY ACTION	0	4	0	52	20	1	29	7	119	440	199	179
E.1. DEMOTION	0	1	0	2	2	0	1	1	4	28	10	10
E.2. REPRIMAND	0	1	0	18	6	0	8	3	43	158	75	74
E.3. SUSPENSION	0	2	0	16	4	0	10	2	43	132	62	61
E.4. REMOVAL	0	0	0	5	3	1	4	0	15	64	27	27
E.5. OTHER	0	0	0	1	1	0	0	0	2	6	4	4
E.5 5. Other	0	0	0	0	0	0	0	0	0	0	0	0
E.5. OTHER: LETTER OF GUIDANCE AND CC	0	0	0	7	4	0	6	1	11	45	18	18
E.6	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	3	0	0	2	1	8	34	19	19
G. EVALUATION/APPRaisal	0	4	0	19	4	1	14	2	51	191	79	79
H. EXAMINATION/TEST	0	0	0	2	0	2	3	1	6	28	10	10
I. HARASSMENT	2	18	0	125	47	3	76	25	282	1,178	527	511
I.1. NON-SEXUAL	2	18	0	125	47	3	76	25	268	1,120	480	470
I.2. SEXUAL									14	58	47	47
J. MEDICAL EXAMINATION	0	0	0	1	1	0	2	0	3	17	10	10
K. PAY INCLUDING OVERTIME	0	0	0	10	2	0	3	1	16	66	34	34
L. PROMOTION/NON-SELECTION	3	12	0	49	34	2	30	14	109	599	266	258
M. REASSIGNMENT	2	1	0	15	6	0	7	2	35	138	64	63
M.1. DENIED	2	0	0	7	3	0	3	1	15	65	30	30
M.2. DIRECTED	0	1	0	8	3	0	4	1	20	73	34	34
N. REASONABLE ACCOMMODATION								9	26	89	62	61
O. REINSTATEMENT	0	0	0	1	1	0	1	0	0	8	4	4
P. RETIREMENT	0	0	0	0	0	0	0	0	1	5	3	3
Q. TERMINATION	0	3	0	17	10	0	12	3	34	200	100	100
R. TERMS/CONDITIONS OF EMPLOYMENT	0	5	0	23	9	0	16	8	66	240	114	114
S. TIME AND ATTENDANCE	0	2	0	10	1	0	5	3	24	94	44	44
T. TRAINING	0	1	0	8	0	0	4	2	12	66	30	23
U. OTHER	0	0	0	7	1	0	4	0	15	45	22	21
U.1. 1. Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
U.1. Constructive Discharge	0	0	0	0	0	0	0	0	0	0	0	0
U.1. Constructive Discharge	0	0	0	1	1	0	2	0	2	9	2	2
U.1. 1. Workforce Transformation	0	0	0	0	0	0	0	0	0	1	1	1
U.1. Constructive Discharge	0	0	0	0	0	0	0	0	2	3	2	2

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
U.1. Constructive Discharge	0	0	0	0	0	0	0	0	2	6	4	4
U.1.	0	0	0	2	0	0	1	0	2	5	2	2
U.2.	0	0	0	0	0	0	0	0	0	0	0	0
U.2. 2. User Defined - Other 2	0	0	0	3	0	0	1	0	6	13	7	7
U.2. Workforce Transformation	0	0	0	0	0	0	0	0	0	0	0	0
U.2.User Defined - Other 2	0	0	0	1	0	0	0	0	0	2	1	1
U.3. 3. Workforce transformation	0	0	0	0	0	0	0	0	1	2	1	1
U.3.	0	0	0	0	0	0	0	0	0	0	0	0
U.3.User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
U.4.	0	0	0	0	0	0	0	0	0	2	1	1
U.4.User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
U.5.	0	0	0	0	0	0	0	0	0	0	0	0
U.5.User Defined - Other 5	0	0	0	0	0	0	0	0	0	2	1	1
TOTAL ALL ISSUES BY BASES	9	58	0	381	156	9	231	92	892			
TOTAL ALL COMPLAINTS FILED BY BASES	7	35	0	251	115	6	148	56	558			
TOTAL ALL COMPLAINANTS BY BASES	7	33	0	243	113	6	144	56	531			

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION													TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA					
	MALE	FEMALE		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL						
A. APPOINTMENT/HIRE	10	14	1	1	10			33	11	15	1	157	69	67		
B. ASSIGNMENT OF DUTIES	11	20	0	9	8			29	9	6	0	203	97	94		
C. AWARDS	3	5	0	1	2			6	4	0	0	39	17	17		
D. CONVERSION TO FULL TIME	0	1	0	0	0			1	0	0	0	3	1	1		
E. DISCIPLINARY ACTION	28	50	0	14	8			56	16	34	2	440	199	179		
E.1. DEMOTION	2	5	0	1	2			4	2	1	0	28	10	10		
E.2. REPRIMAND	11	22	0	5	1			21	6	12	1	158	75	74		
E.3. SUSPENSION	9	9	0	4	4			15	4	10	0	132	62	61		
E.4. REMOVAL	3	9	0	4	0			9	3	8	0	64	27	27		
E.5. 5. OTHER	0	1	0	0	0			1	0	0	0	6	4	4		
E.5. 5. Other	0	1	0	0	0			2	0	0	0	7	3	3		
E.5. OTHER: LETTER OF GUIDANCE	3	3	0	0	1			4	1	3	1	45	18	18		
E.5.	0	0	0	0	0			0	0	0	0	0	0	0		
E.5.5	0	0	0	0	0			0	0	0	0	0	0	0		
E.6.	0	0	0	0	0			0	0	0	0	0	0	0		
E.7.	0	0	0	0	0			0	0	0	0	0	0	0		
F. DUTY HOURS	4	4	0	2	3			5	0	2	0	34	19	19		
G. EVALUATION/APPRaisal	11	17	1	8	10			29	7	13	0	191	79	79		
H. EXAMINATION/TEST	2	1	0	3	2			3	1	2	0	28	10	10		
I. HARASSMENT	62	181	2	42	42			153	27	89	2	1,178	527	511		
I.1. NON-SEXUAL	52	147	2	42	42			153	27	89	2	1,120	480	470		
I.2. SEXUAL	10	34	0									58	47	47		
J. MEDICAL EXAMINATION	0	2	0	0	1			1	2	4	0	17	10	10		
K. PAY INCLUDING OVERTIME	4	9	0	2	3	0	2	9	2	4	1	68	34	34		
L. PROMOTION/NON-SELECTION	51	50	0	21	29			145	15	34	1	599	266	258		
M. REASSIGNMENT	6	18	0	4	4			21	3	14	0	138	64	63		
M.1. DENIED	2	10	0	2	2			12	0	6	0	65	30	30		
M.2. DIRECTED	4	8	0	2	2			9	3	8	0	73	34	34		
N. REASONABLE ACCOMMODATION									9	43	2	89	62	61		
O. REINSTATEMENT	0	1	0	0	0			3	1	0	0	8	4	4		
P. RETIREMENT	0	1	0	0	0			3	0	0	0	5	3	3		
Q. TERMINATION	11	21	2	6	8			26	10	37	0	200	100	100		
R. TERMS/CONDITIONS OF EMPLOYMENT	10	18	0	7	6			34	9	28	1	240	114	114		
S. TIME AND ATTENDANCE	2	7	0	5	6			16	3	10	0	94	44	44		
T. TRAINING	2	14	0	0	4			12	4	3	0	66	30	23		
U. OTHER	1	6	1	1	0			4	1	4	0	45	22	21		
U.1.	0	0	0	0	0			0	0	0	0	5	2	2		
U.1. 1. Constructive Discharge	0	0	0	0	0			0	0	0	0	0	0	0		
U.1. Constructive Discharge	0	0	0	0	0			0	0	0	0	0	0	0		
U.1. 1. WORKFORCE TRANSFORMATI	0	0	0	1	0			0	0	0	0	1	1	1		

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ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA					
	MALE	FEMALE		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL						
U.1. Constructive Discharge	0	3	1	0	0			1	0	3	0	18	8	8		
U.2. Workforce Transformation	0	0	0	0	0			0	0	0	0	0	0	0	0	0
U.2. 2. User Defined - Other 2	1	1	0	0	0			1	0	0	0	0	0	13	7	7
U.2.User Defined - Other 2	0	1	0	0	0			0	0	0	0	0	0	2	1	1
U.2.	0	0	0	0	0			0	0	0	0	0	0	0	0	0
U.3.User Defined - Other 3	0	0	0	0	0			0	0	0	0	0	0	0	0	0
U.3.	0	0	0	0	0			0	0	0	0	0	0	0	0	0
U.3. 3. User Defined - Other 3	0	0	0	0	0			1	0	0	0	0	0	2	1	1
U.4.	0	0	0	0	0			0	0	0	0	0	0	0	0	0
U.4.User Defined - Other 4	0	0	0	0	0			0	0	0	0	0	0	0	0	0
U.4. 4. Workforce transformation	0	0	0	0	0			0	1	1	1	0	0	2	1	1
U.5.User Defined - Other 5	0	1	0	0	0			1	0	0	0	0	0	2	1	1
U.5.	0	0	0	0	0			0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	218	440	7	126	146			0	2	589	134	342	10			
TOTAL ALL COMPLAINTS FILED BY BASES	152	290	7	89	95			0	2	413	77	224	8			
TOTAL ALL COMPLAINANTS BY BASES	148	280	7	86	91	0	2	397	75	219	8					

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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2013

**PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS**

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC OR LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations	0	2	0	52	16	2	12	8	60	20	52	2	26	11	0	1	56	16	36	0
1.1a. Number of Counselings Settled	0	2	0	38	13	1	11	5	42	19	38	2	16	9	0	1	42	7	25	0
1.1b. Number of Counselees Settled With	0	2	0	38	13	1	11	5	42	19	38	2	16	9	0	1	42	7	25	0
2. Complaint Settlement Allegations	0	14	0	124	54	3	65	10	321	79	172	1	36	36	3	2	206	18	133	0
2.2a. Number of Complaints Settled	0	4	0	53	22	1	30	8	129	34	73	1	15	19	2	2	88	13	56	0
2.2b. Number of Complainants Settled With	0	4	0	46	18	1	26	8	107	26	68	1	14	15	2	2	74	12	50	0
3. Final Agency Decision Findings	0	10	0	0	9	0	10	0	16	1	4	0	0	10	0	0	0	1	5	0
3.3a. Number FADs with Findings	0	1	0	0	2	0	1	0	6	1	4	0	0	1	0	0	0	1	5	0
3.3b. Number Complainants Issued FAD Findings	0	1	0	0	2	0	1	0	5	1	4	0	0	1	0	0	0	1	5	0
4. AJ Decision Findings	0	3	0	0	0	0	0	0	14	0	8	0	1	3	0	0	3	0	3	0
4.4a. Number AJ Decisions With Findings	0	1	0	0	0	0	0	0	7	0	4	0	1	1	0	0	1	0	2	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	7	0	1	0	0	0	0	0	0	0	2	0
5.5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	3	0	1	0	0	0	0	0	0	0	1	0
5.5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	1	0
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	0	16	0	176	70	5	77	18	381	99	224	3	62	47	3	3	262	34	169	0
<b>TOTAL FINAL ACTION FINDINGS</b>	0	10	0	0	9	0	10	0	23	1	5	0	0	10	0	0	0	1	7	0

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**PART IVB - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS**

ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS

FINDINGS / ALLEGATIONS IN:	APPOINTMENT HIRE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION			DUTY HOURS	EVAL / APPRAISAL	EXAM / TEST	HARRASSMENT		MEDICAL EXAM	PAY / OVERTIME	PROMOTION NON-SELECTION	REASSIGNMENT		REASONABLE ACCOMMODAT	REIN-STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER	
					DEMOTION	REPRIMAND	SUSPENSION				REMOVAL	NON-SEXUAL				SEXUAL	DENIED									DIRECTED
1. Counseling Settlement Allegations	6	20	1	0	0	5	2	0	2	16	1	68	7	0	6	22	2	5	10	0	0	10	4	4	2	8
1.1a. Number of Counselings Settled	6	20	1	0	0	5	2	0	2	16	1	63	7	0	6	22	2	5	10	0	0	10	4	4	2	8
1.1b. Number of Counselees Settled With	6	20	1	0	0	5	2	0	2	16	1	63	7	0	6	22	2	5	10	0	0	10	4	4	2	8
2. Complaint Settlement Allegations	9	33	7	0	3	28	21	5	5	25	2	158	12	2	8	65	11	13	23	1	1	15	34	21	10	19
2.2a. Number of Complaints Settled	8	31	6	0	3	27	19	5	5	21	2	105	9	2	8	50	9	12	20	1	1	15	27	18	8	18
2.2b. Number of Complainants Settled With	8	29	6	0	3	26	17	5	5	19	2	99	9	2	8	43	8	12	17	1	1	15	27	17	8	18
3. Final Agency Decision Findings	1	3	0	0	0	2	0	0	0	1	0	16	0	0	0	1	0	0	1	0	0	1	5	1	0	1
3.3a. Number FADs with Findings	1	1	0	0	0	2	0	0	0	1	0	8	0	0	0	1	0	0	1	0	0	1	3	1	0	1
3.3b. Number Complainants Issued FAD Findings	1	1	0	0	0	2	0	0	0	1	0	7	0	0	0	1	0	0	1	0	0	1	3	1	0	1
4. AJ Decision Findings	1	0	1	0	0	1	2	0	0	0	0	2	3	0	0	0	0	3	1	0	0	1	2	0	0	0
4.4a. Number AJ Decisions With Findings	1	0	1	0	0	1	2	0	0	0	0	2	3	0	0	0	0	2	1	0	0	1	2	0	0	0
5. Final Agency Order Findings Implemented	0	0	1	0	0	1	2	0	0	0	0	0	1	0	0	0	0	2	1	0	0	0	0	0	0	0
5.5a. Number of Final Orders With Findings Implemented	0	0	1	0	0	1	2	0	0	0	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0	0
5.5b. # of Complainants issued FOs with Findings Implemented	0	0	1	0	0	1	2	0	0	0	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0	0
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	<b>15</b>	<b>53</b>	<b>8</b>	<b>0</b>	<b>3</b>	<b>33</b>	<b>23</b>	<b>5</b>	<b>7</b>	<b>41</b>	<b>3</b>	<b>226</b>	<b>19</b>	<b>2</b>	<b>14</b>	<b>87</b>	<b>13</b>	<b>18</b>	<b>33</b>	<b>1</b>	<b>1</b>	<b>25</b>	<b>38</b>	<b>25</b>	<b>12</b>	<b>27</b>
<b>TOTAL FINAL ACTION FINDINGS</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>16</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>

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**PART V - SUMMARY OF CLOSURES BY STATUTE**

965	A.1. TITLE VII
3	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
375	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
302	A.3. REHABILITATION ACT
5	A.4. EQUAL PAY ACT (EPA)
1	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
1651	B. TOTAL BY STATUTES. THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a+A2+A3+A4+A5)

**PART VI - SUMMARY OF CLOSURES BY CATEGORY**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	1,164	819,818	704.31
A.1. WITHDRAWALS	95	31,020	326.53
A.1.a. NON-ADR WITHDRAWALS	95	31,020	326.53
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	232	129,396	557.74
A.2.a. NON-ADR SETTLEMENTS	214	122,932	574.45
A.2.b. ADR SETTLEMENTS	18	6,464	359.11
A.3. FINAL AGENCY ACTIONS	837	659,402	787.82
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	586	260,486	444.52
B.1. FINDING DISCRIMINATION	15	9,965	664.33
B.2. FINDING NO DISCRIMINATION	440	236,880	538.36
B.3. DISMISSAL OF COMPLAINTS	131	13,641	104.13
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	251	398,916	1,589.31
C.1. AJ DECISION FULLY IMPLEMENTED	245	390,747	1,594.89
C.1.a. FINDING DISCRIMINATION	4	4,588	1,147.00
C.1.b. FINDING NO DISCRIMINATION	234	379,830	1,623.21
C.1.c. DISMISSAL OF COMPLAINTS	7	6,329	904.14
C.2. AJ DECISION NOT FULLY IMPLEMENTED	6	8,169	1,361.50
C.2.a. FINDING DISCRIMINATION	5	7,574	1,514.80
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	1	1,485	1,485.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	4	6,089	1,522.25
C.2.b. FINDING NO DISCRIMINATION	1	595	595.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	455	74,421	163.56
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	151	18,946	125.47
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	79	3,933	49.78
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	72	15,013	208.51
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	148	36,261	245.01
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	32	1,662	51.94
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	116	34,599	298.27
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	127	13,896	109.42
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	70	3,151	45.01
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	57	10,745	188.51
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	29	5,318	183.38
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	4	174	43.50
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	25	5,144	205.76

**PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS**

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	251	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	141	\$3,091,345.09
B.1. BACK PAY/FRONT PAY	16	\$136,818.87
B.2. LUMP SUM PAYMENT	77	\$1,180,187.13
B.3. COMPENSATORY DAMAGES	34	\$814,140.37
B.4. ATTORNEY FEES AND COSTS	62	\$960,198.72
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	197	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	1	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	1	0
F.2. PROMOTIONS	8	5
F.2.a. RETROACTIVE	6	0
F.2.b. NON-RETROACTIVE	2	5
F.3. EXPUNGEMENTS	31	25
F.4. REASSIGNMENTS	14	21
F.5. REMOVALS RESCINDED	15	11
F.5.a. REINSTATEMENT	4	4
F.5.b. VOLUNTARY RESIGNATION	11	7
F.6. ACCOMMODATIONS	1	3
F.7. TRAINING	18	11
F.8. APOLOGY	3	7
F.9. DISCIPLINARY ACTIONS	23	20
F.9.a. RESCINDED	17	13
F.9.b. MODIFIED	6	7
F.10. PERFORMANCE EVALUATION MODIFIED	11	6
F.11. LEAVE RESTORED	27	9
F.12. Neutral Reference Check	5	2
F.12. 12. Other	6	2
F.12. Other: Improved Terms/Cond of Empoly, and Favorable References, Detail	12	25
F.12. 12.OTHER	0	0
F.12.	6	5
F.12. 12. OTHER	3	2
F.12. Terms & Condition	2	5
F.13.	0	0
F.13. Improve Terms and Condition	5	4
F.13. Posting	2	0
F.14.	0	0
F.14. In position Increase	1	0

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**PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY**

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	1,962	942,473			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	30	6,330	211.00	2,001	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	131	12,123	92.54	1,553	
A.2. COMPLAINTS PENDING IN INVESTIGATION	565	115,951	205.22	2,790	
A.3. COMPLAINTS PENDING IN HEARINGS	958	656,651	685.44	2,887	HS-CIS-08467-2009
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	278	151,418	544.67	2,764	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	871	197,777	227.07
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	252	41,655	165.30
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	209	29,440	140.86
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	40	10,539	263.48
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	30	8,022	267.40
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	10	2,517	251.70
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	3	1,676	558.67
A.2. AGENCY INVESTIGATION COSTS	\$949,817.00		\$3,769.12
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	619	156,122	252.22
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	276	41,073	148.82
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	238	60,025	252.21
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	93	21,277	228.78
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	145	38,748	267.23
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	105	55,024	524.04
A.4. CONTRACTOR INVESTIGATION COSTS	\$2,293,472.75		\$3,705.13

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**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**  
**INFORMAL PHASE PRE-COMPLAINT**

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	1,690	1,609		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	669	639		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,021	1,008		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	251	244		
C.2. ANOTHER FEDERAL AGENCY	177	176		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	145	144		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	4	4		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6. Other	3	3		
C.6.	4	4		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	584	575	30,921	52.95
D.1. MEDIATION	560	552	29,454	52.60
D.2. SETTLEMENT CONFERENCES	2	2	111	55.50
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	22	21	1,356	61.64
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	1,021	1,008	53,558	52.46
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	141	141	8,071	57.24
E.1.b. NO FORMAL COMPLAINT FILED	378	375	19,084	50.49
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	309	302	16,777	54.29
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	165	165	8,173	49.53
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	28	28	1,453	51.89

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**PART XI SUMMARY OF ADR PROGRAM ACTIVITIES**

**FORMAL PHASE (COMPLAINT FILED)**

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	247	227		
B.2. REJECTED BY COMPLAINANT	203	184		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	44	43		
<b>C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)</b>	27	26		
C.1. INHOUSE	6	6		
C.2. ANOTHER FEDERAL AGENCY	16	15		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	4	4		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	1	1		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>DAYS</b>	<b>AVERAGE DAYS</b>
<b>D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)</b>	27	26	1709	63.30
D.1. MEDIATION	24	23	1605	66.88
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	2	2	89	44.50
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	1	1	15	15.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
D.12.	0	0	0	0.00
	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>DAYS</b>	<b>AVERAGE DAYS</b>
<b>E. STATUS OF CASES IN COMPLAINT CLOSURES</b>	44	43	2350	53.41
E.1. TOTAL CLOSED	18	18	1252	69.56
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
E.1.b. WITHDRAWAL FROM EEO PROCESS	13	12	578	44.46
E.1.c. NO RESOLUTION	13	13	520	40.00
E.1.d. NO ADR ATTEMPT				
2. INTENTIONALLY LEFT BLANK				
	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>AMOUNT</b>	
<b>F. BENEFITS RECEIVED</b>	11	11	\$242,557.81	
F.1. MONETARY (INSERT TOTALS)	1	1	\$22,500.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY	7	7	\$135,486.77	
F.1.c. LUMP SUM	4	4	\$84,571.04	
F.1.d. ATTORNEY FEES AND COSTS	0	0	\$0.00	
F.1.e.	0	0	\$0.00	
F.1.f.	0	0	\$0.00	
F.1.g.	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	16	16		
F.2.a. HIRES	0	0		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	0	0		
F.2.b. PROMOTIONS	0	0		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	0	0		
F.2.c. EXPUNGEMENTS	4	4		
F.2.d. REASSIGNMENTS	6	6		
F.2.e. REMOVALS RESCINDED	0	0		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	0	0		
F.2.f. ACCOMMODATIONS	1	1		
F.2.g. TRAINING	4	4		
F.2.h. APOLOGY	2	2		
F.2.i. DISCIPLINARY ACTIONS	2	2		
F.2.i.i. RESCINDED	2	2		
F.2.i.ii. MODIFIED	0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED	3	3		
F.2.k. LEAVE RESTORED	5	5		
F.2.l. Priority Consideration	1	1		
F.2.l. OTHER: Improved Terms/Cond of Empoly, and Favorable References	2	2		
F.2.l.	4	4		
F.2.m. Terms & Condition	2	2		
F.2.m.	0	0		



ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2013

## Form 462 Comments

Part Name COMMENT ( expression left | evaluation symbol | expression\_right | value1 | value2 | comment )

**PROFILE**

HSCB - AGENCY CODE | <= | 4 characters | | | HSCB

**Part I**

HSAA - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 21 | | NRTF issued in FY12; formal complaint filed in FY13.

HSAA - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 21 | | NRTF issued in FY12; formal complaint filed in FY13.

HSAA - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 38 | 40 | NRTF issued in FY12; formal complaint filed in FY13.

HSAA - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 39 | 41 | NRTF issued in FY12; formal complaint filed in FY13.

HSAB - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 19 | | Informal mediation resulted in a settlement but the agreement wasn't received until after prior FY report was certified.

HSAB - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 19 | | Informal mediation resulted in a settlement but the agreement wasn't received until after prior FY report was certified.

HSAB - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 117 | 120 | CIS - ILJ - Complaints filed in FY12 are greater than counselings were complaints filed, Part I.Line D.3.c, because 3 counselings ended in FY12 and the decision to file a formal complaint was pending at the end of FY12 reporting period.

HSAB - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 126 | 131 | CIS - ILB - Complaints filed in FY12 are greater than counselings were complaints filed, Part I.Line D.3.c, because 3 counselings ended in FY12 and the decision to file a formal complaint was pending at the end of FY12 reporting period.

HSAC - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 16 | | Data matches. Current year--previous year

HSAC - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 16 | | Data matches. Current year--previous year

HSAC - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 45 | 47 | difference is due to two cases that completed counseling in the prior FY but filed in FY13

HSAC - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 48 | 50 | difference is due to two cases that completed counseling in the prior FY but filed in FY13

HSAD - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 2 | | After verification, data is correct.

HSAD - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 2 | | After verification, data is correct.

HSAD - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 22 | 25 | After verification, data is correct.

HSAD - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 26 | 29 | After verification, data is correct.

HSBB - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 90 | | COUNSELING BEGAN IN PREVIOUSLY REPORTING YEAR AND ENDED IN CURRENT REPORTING YEAR

HSBB - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 90 | | COUNSELING BEGAN IN PREVIOUSLY REPORTING YEAR AND ENDED IN CURRENT REPORTING YEAR

HSBB - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 139 | 145 | COUNSELING WAS CONDUCTED IN PREVIOUS YEAR AND THE COMPLAINT WAS FILED IN CURRENT YEAR

HSBB - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 139 | 145 | COUNSELING WAS CONDUCTED IN PREVIOUS YEAR AND THE COMPLAINT WAS FILED IN CURRENT YEAR

HSBC - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 139 | | Counseling-Discrepancy with the end of FY12 on hand figure is due to time lag in data entry.This is exacerbated by slow mail processing at TSA. Our mail is screened at another location before it comes to TSA.

HSBC - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 139 | | Counseling-Discrepancy with the end of FY12 on hand figure is due to time lag in data entry.This is exacerbated by slow mail processing at TSA. Our mail is screened at another location before it comes to TSA.

HSBC - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 379 | 401 | According to the Vendor this failure continually occurs/not a valid check to compare against part 2.

HSBC - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 392 | 414 | According to the Vendor this failure continually occurs/not a valid check to compare against part 2.

HSBD - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 52 | | FY 2012 indicated 51 pending counseling at the end of the reporting period. Aftering auditing of on hand data at the end of the report period, the final total pending at the end of the counseling period was 52. This explains the difference between the 51 report pending at the end of FY 11 and the 52 cases reported on hand at the beginning of FY 12.

HSBD - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 52 | | FY 2012 indicated 51 pending counseling at the end of the reporting period. Aftering auditing of on hand data at the end of the report period, the final total pending at the end of the counseling period was 52. This explains the difference between the 51 report pending at the end of FY 11 and the 52 cases reported on hand at the beginning of FY 12.

HSBD - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 221 | 229 | CBP had 8 FY 12 precomplaint cases carry over complaints filing formal in FY 13

HSBD - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 235 | 245 | CBP had 10 FY 12 precomplaint cases carry over complaints filed as formal in FY 13

HSCB - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 34 | | FEMA Part 1. D. 1 Counselings-The inconsistency in counselings (30) and individuals (29) pending at the end of the reporting period FY12 and counselings (34) and individuals (34) on hand at the beginning of FY13 is because information relating to the pending counselings was received after the submission of the FY 12 Report.

HSCB - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 34 | | FEMA Part 1. D. 1 Counselings-The inconsistency in counselings (30) and individuals (29) pending at the end of the reporting period FY12 and counselings (34) and individuals (34) on hand at the beginning of FY13 is because information relating to the pend

HSCB - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 129 | 131 | FEMA Part II. B. For FY 13, FEMA had 129 Individuals completed counseling. Part II J - the 131 Individuals filing complaints includes two (2) conflict cases (HS-CBP-01123-2013 & HS-USCG-00518-2013.

HSCB - D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 131 | 134 | FEMA- II. B -- In FY 2013, FEMA OER received\_134\_ formal complaints of discrimination. A total of 129 resulted from pre-complaint activity initiated in FY 2013. The remaining five (5) complaints were filed following FY 2012 pre-complaint activity.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2013

Form 462 Comments

Part Name COMMENT ( expression left | evaluation symbol | expression\_right | value1 | value2 | comment )

Part II

HSAA - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 69 | | NRTF issued in FY12; formal complaint filed in FY13.

HSAB - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 149 | | Two formal cases closed prior FY; however, we didn't receive the information until after the report was certified.

HSAC - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 59 | | One case was closed in a prior FY but was actually pending at hearing, three other cases were conflict cases reported on the processing sub-component's 462 and returned to USCG's inventory this FY.

HSAD - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 53 | | After verification, data is correct.

HSBB - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 298 | | MISTAKE ACCURATE IN PREVIOUS YEAR AND NOW NUMBERS ARE ACCURATE

HSBC - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 632 | | Counseling-Discrepancy with the end of FY12 on hand figure is due to time lag in data entry.This is exacerbated by slow mail processing at TSA. Our mail is screened at another location before it comes to TSA.

HSBD - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 361 | | The FY 2012 462 report indicated 380 on hand at the end of the reporting period. As par to the audit of complaints pending at hearing, it was determined that 19 complaints were closed in prior fiscal years. The correct number of complaints on-hand at the end of the FY 2012 is 361.

HSBE - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 15 | 18 | Cases were resolved during mediation

HSCB - A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 280 | | FEMA Part II. A. The inconsistency of complaints on hand at the end of FY12 (301) and complaints on hand at the beginning of FY13 (280), which are 21 cases have been rectified in lcomplaints.

PART III

HSBC - B.1.c. STAFF RECEIVING NO TRAINING AT ALL, COUNSELORS AGENCY | Not empty | N/A | 1 | | New hire came on board one month prior to the end of the fiscal year

Part III

HSAA - B1+B2--Total Staff (Counselor Agency) | = | A2a (Agency) + A2b (Agency) + A2c (Agency) | 7 | 7 | The Agency has 4 employees who are collateral-duty counselors.

HSAA - B1+B2--Total Staff (Counselor) | = | A2a (Agency) + A2b (Agency) + A2c (Agency) + A2a (Contract) + A2b (Contract) + A2c (Contract) | 9 | 9 | The Agency has used 19 contract personnel.

HSAA - If Part I.C>0, Then Section B Line 1 + Line 2 (counselor agency) + (counselor contract) + (counselor/investigator agency) + (counselor/investigator contract) | > | 0 | 14 | 0 | 0 | Only 2 employees are permanent. Only 4 employees have collateral duty as counselors. Used 19 contract investigators and counselors in FY13; all were current with training.

HSAA - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) | > | 0 | 17 | 0 | 0 | Only 2 employees are permanent. Only 4 employees have collateral duty as counselors. Used 19 contract investigators and counselors in FY13; all were current with training.

HSAC - B.1.c. Staff Receiving No Training At All (couns/investig Agency) | > | 0 | 0 | 0 | 0 | all counselors received training. Reflected in Part III A.2. Agency staff does not conduct investigations

HSAC - B.1.c. Staff Receiving No Training At All (couns/investig Contract) | > | 0 | 0 | 0 | 0 | Reflects in Part III A.3

HSAC - B.1.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 0 | 0 | 0 | The Counselors are newly hired to USCG but are experienced counselors only requiring the 8 hour refresher training.

HSAC - B.1.c. Staff Receiving No Training At All (counselors Contract) | > | 0 | 0 | 0 | 0 | USCG has no contract Counselors

HSAC - B.1.c. Staff Receiving No Training At All (investigators Agency) | > | 0 | 0 | 0 | 0 | no Agency Investigators

HSAC - B.1.c. Staff Receiving No Training At All (investigators Contract) | > | 0 | 0 | 0 | 0 | all investigators received training. Reflects in Part III A.3

HSAC - B.2.c. Staff Receiving No Training At All (couns/investig Agency) | > | 0 | 0 | 0 | 0 | all counselors received training. Reflected in Part III A.2. Agency staff does not conduct investigations

HSAC - B.2.c. Staff Receiving No Training At All (couns/investig Contract) | > | 0 | 0 | 0 | 0 | all investigators received training. Reflects in Part III A.3

HSAC - B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 0 | 0 | 0 | all counselors received training. Reflected in Part III A.2. Agency staff does not conduct investigations

HSAC - B.2.c. Staff Receiving No Training At All (counselors Contract) | > | 0 | 0 | 0 | 0 | No contract counselors

HSAC - B.2.c. Staff Receiving No Training At All (investigators Agency) | > | 0 | 0 | 0 | 0 | no Agency Investigators

HSAC - B.2.c. Staff Receiving No Training At All (investigators Contract) | > | 0 | 0 | 0 | 0 | all investigators received training. Reflects in Part III A.3

HSBC - B.1.c. Staff Receiving No Training At All (couns/investig Agency) | > | 0 | 1 | 0 | 0 | Arrive as a new hire one month before the close out of this report

HSBC - B.1.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 1 | 0 | 0 | Arrive as a new hire one month before the close out of this report

HSBD - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) | > | 0 | 0 | 0 | 0 | CBP did not have contract investigators in FY 2013. 4 investigations funded in FY 2006 were completed in FY 2013; 2 investigations were completed by another DHS component for CBP using a contract investigator. There are no contract investigators at the end of the reporting period.

HSCB - A1a--Total Work Force | >= | A1b | 15069 | 5042 | The large number of non-permanent workforce is due to the mission of the Agency. The Stafford Act is the statutory authority for most federal disaster response and the majority of FEMA's workforce comprise Reservists, Disaster Assistance Employees, FEMA Corps and Local Hires. They are FEMA's temporary workforce which comprises approximately 3/4 of FEMA's workforce.

HSCB - B.1.c. Staff Receiving No Training At All (couns/investig Agency) | > | 0 | 0 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

HSCB - B.1.c. Staff Receiving No Training At All (couns/investig Contract) | > | 0 | 0 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

HSCB - B.1.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 0 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

HSCB - B.1.c. Staff Receiving No Training At All (counselors Contract) | > | 0 | 0 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

HSCB - B.1.c. Staff Receiving No Training At All (investigators Agency) | > | 0 | 0 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

HSCB - B.1.c. Staff Receiving No Training At All (investigators Contract) | > | 0 | 0 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

HSCB - B.2.c. Staff Receiving No Training At All (couns/investig Agency) | > | 0 | 0 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

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AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2013

Form 462 Comments

Part Name COMMENT ( expression left | evaluation symbol | expression\_right | value1 | value2 | comment )

Part III

HSCB - B.2.c. Staff Receiving No Training At All (couns/investig Contract) | > | 0 | 0 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

HSCB - B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 33 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

HSCB - B.2.c. Staff Receiving No Training At All (counselors Contract) | > | 0 | 0 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

HSCB - B.2.c. Staff Receiving No Training At All (investigators Agency) | > | 0 | 0 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

HSCB - B.2.c. Staff Receiving No Training At All (investigators Contract) | > | 0 | 0 | 0 | 0 | Due to budget constraints, FEMA/OER was not able to fund the cost of travel to Headquarters for the 33 Collateral Duty Counselors. Training was contracted through USDA, but due to the furlough, training could not be completed before the end of the fiscal year.

HSCB - B1+B2--Total Staff (Counselor Agency) | = | A2a (Agency) + A2b (Agency) + A2c (Agency) | 89 | 89 | Training October 2014.

HSCB - B1+B2--Total Staff (Counselor/Investigator Agency) | = | A4a (Agency) + A4b (Agency) + A4c (Agency) | 0 | 0 | Training October 2014.

HSCB - B1+B2--Total Staff (Counselor/Investigator Contractor) | = | A4a (Contract) + A4b (Contract) + A4c (Contract) | 0 | 0 | Training October 2014.

HSCB - If Part I.C>0, Then Section B Line 1 + Line 2 (counselor agency) + (counselor contract) + (counselor/investigator agency) + (counselor/investigator contract) | > | 0 | 89 | 0 | 0 | No internal Investigators

HSCB - If Part IX.A1> 0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) | > | 0 | 0 | 0 | 0 | No internal Investigators

HSCB - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) | > | 0 | 70 | 0 | 0 | No internal Investigators

PART VIII

HSBD - A.3. COMPLAINTS PENDING IN HEARINGS, NUMBER OF DAYS PENDING FOR OLDEST CASE | Not empty | N/A | 2628 | | M. Dami HS-CBP-01948-2006 (docket No. 480-2012-0372X) is the oldest case pending hearing. It was consolidated with HS-CBP-00836-2011 (docket no. 480-2012-00257X). Both complaints pending at the Los Angeles EEOC office.

Part VIII

HSAA - A--Total | = | Part II. I | 73 | 73 | 5 older cases pending adjudication.

HSCB - A3--Complaints In Hearing - Average Days | >= | 180 | 761.951219512195 | 180 | EEOC Docket # 531-2011-00406X

HSCB - A--Total | = | Part II. I | 261 | 261 | 261 Open Inventory

Part IX

HSBB - A2--Cost of Agency Investigations Average | between | 0 and 10000 | 16966.666666667 | 10000 | This is the accurate cost for investigation

HSCB - A1c--Investigations Completed in 361 or More Days (Average days) | > | 360 | 0 | 360 | Office experienced delays in completions due to staff resources.

HSCB - A2--Cost of Agency Investigations Average | between | 0 and 10000 | 0 | 10000 | No internal investigations

HSCB - A4--Cost of Contractor Investigations Average | between | 0 and 10000 | 2685.99573170732 | 10000 | Average costs is \$2686.00

Part X

HSAC - If C.4>0, then comment required | N/A | N/A | 3 | 0 | external mediator and Federal employee used.

HSBD - If C.4>0, then comment required | N/A | N/A | 1 | 0 | CBP had 1 cases were a combination of in-house mediator and mediator from another federal agency was used

HSCB - D1--Mediation - Average Days | between | 0 and 100 | 45.3333333333333 | 100 | Average days due to scheduling and availability

HSCB - D2--Settlement Conferences - Average Days | between | 0 and 100 | 0 | 100 | n/a

HSCB - D3--Early Neutral Evaluations - Average Days | between | 0 and 100 | 0 | 100 | n/a

HSCB - D4--Fact Finding - Average Days | between | 0 and 100 | 0 | 100 | n/a

HSCB - D5--Facilitation - Average Days | between | 0 and 100 | 0 | 100 | n/a

HSCB - D6--Ombudsman - Average Days | between | 0 and 100 | 0 | 100 | n/a

HSCB - D7--Peer Review - Average Days | between | 0 and 100 | 0 | 100 | n/a

HSCB - D8--Mini Trial - Average Days | between | 0 and 100 | 0 | 100 | n/a

HSCB - E1a--Settlements with Benefits (Monetary & Non-monetary) - Average Days | between | 0 and 100 | 0 | 100 | No settlements

HSCB - E1b--No Formal Complaint Filed - Average Days | between | 0 and 100 | 26.6363636363636 | 100 | 11 cases. 26 days average

HSCB - E1cii--No ADR Attempt - Average Days | between | 0 and 100 | 33 | 100 | 8 cases. Average 33 days.

HSCB - E1ci--No Resolution - Average Days | between | 0 and 100 | 45.3333333333333 | 100 | Average days due to scheduling and availability

HSCB - E1e--Decision to File a complaint pending at the end of the reporting period - Average Days | between | 0 and 100 | 0 | 100 | n/a

HSCB - If C.4>0, then comment required | N/A | N/A | 0 | 0 | n/a

HSCB - If D.8>0, then comment required | N/A | N/A | 0 | 0 | n/a

Part XI

HSAC - D1--Mediation - Average Days | between | 0 and 100 | 105 | 100 | mediation was conducted when parties were ready.

HSAC - E1a--Settlements with Benefits (Monetary & Non-monetary) - Average Days | between | 0 and 100 | 140.5 | 100 | mediation was conducted when parties were ready.

HSAC - If C.4>0, then comment required | N/A | N/A | | | external mediator and Federal employee used.

HSBB - D.1. Mediation, Complaints | >= | D.1. Mediation, Complainants | 8 | 8 | the days are accurate 8 cases ADR was offered during informal and formal stages and 1 case offer at the formal stage

HSBB - If C.4>0, then comment required | N/A | N/A | | | This information is accurate

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2013

## Form 462 Comments

Part Name COMMENT ( expression left | evaluation symbol | expression\_right | value1 | value2 | comment )

**Part XI**

HSBE - If D.9>0, then comment required | N/A | N/A | 1 | 0 | Mediation attempted and then facilitation with Ombuds

HSCB - D10--Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - D11--Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - D12--Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - D1--Mediation - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - D2--Settlement Conferences - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - D3--Early Neutral Evaluations - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - D4--Fact Finding - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - D5--Facilitation - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - D6--Ombudsman - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - D7--Peer Review - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - D8--Mini Trial - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - D9--Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - E1a--Settlements with Benefits (Monetary & Non-monetary) - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - E1b--Withdrawn from EEO Process - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - E1c--No Resolution - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - E1d--No ADR Attempt - Average Days | between | 0 and 100 | 0 | 100 | N/A

HSCB - If C.4>0, then comment required | N/A | N/A | | | N/A

HSCB - If D.9>0, then comment required | N/A | N/A | 0 | 0 | N/A

**PART XII**

HSAC - C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY), N/A | Not empty | N/A | 2 | | the 2 employees reported in this section only manage the ADR program.

HSBC - E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER , N/A | Not empty | N/A | | | Made the correction

**Part XII**

HSA A - B. -- Employees That Can Participate In Eeo Adr | <= | Part III.A.1.a | 7374 | 7374 | at this time, employess can participate, however, management is given the option to participate in ADR or not

HSBB - C--In House Staff Resources Available for ADR (Total) | = | C1 + C2 + C3 + C4 | 1 | 1 | one employee is correct

HSCB - B. -- Employees That Can Participate In Eeo Adr | <= | Part III.A.1.a | 15069 | 15069 | All employees regardless of employment status.

HSCB - C1--In House Staff Resources Available for ADR (Full Time) | <= | 10 | 0 | 10 | One Collateral Duty Employee manages the ADR Program.

HSCB - C2--In House Staff Resources Available for ADR (Part Time) | <= | 5 | 0 | 5 | One Collateral Duty Employee manages the ADR Program.

HSCB - C--In House Staff Resources Available for ADR (Total) | > | 0 | 1 | 0 | One Collateral Duty Employee manages the ADR Program.