

**Equal Employment Opportunity Data
Posted
Pursuant to the No Fear Act:
Department of Homeland Security
For 2nd Quarter 2017 for period ending
March 31, 2017**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	1212	1213	1224	1276	1343	615
Number of Complainants	1169	1159	1187	1229	1295	597
Repeat Filers	38	50	31	42	41	13
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	413	456	382	453	460	213
Color	147	156	137	179	174	90
Religion	53	58	64	65	64	33
Reprisal	562	586	580	607	716	301
Sex	451	458	438	464	475	209
PDA	7	8	7	23	23	5

National Origin	223	193	191	193	220	117
Equal Pay Act	2	3	12	8	4	5
Age	402	426	381	413	422	187
Disability	288	275	311	331	356	153
Genetics	2	6	6	5	9	2
Non-EEO	72	80	89	84	77	45
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	67	68	60	85	88	35
Assignment of Duties	104	99	117	144	141	41
Awards	20	21	15	21	25	9
Conversion to Full Time/Perm Status	1	1	2	0	3	1
Disciplinary Action						
Demotion	18	8	9	7	12	5
Reprimand	73	77	57	69	55	17
Suspension	66	64	64	76	89	31
Removal	34	24	41	55	55	18
Other	22	28	61	60	72	44
Duty Hours	17	21	20	29	42	14
Perf. Eval./ Appraisal	94	82	81	141	137	67
Examination/Test	4	10	10	6	16	5
Harassment						
Non-Sexual	474	499	512	513	609	234

Sexual	36	46	39	34	38	14
Medical Examination	12	8	13	22	30	4
Pay including overtime	26	34	47	54	49	30
Promotion/Non-Selection	262	273	171	232	307	145
Reassignment						
Denied	25	30	23	30	37	11
Directed	40	34	47	35	46	25
Reasonable Accommodation Disability	65	59	69	85	96	33
Reinstatement	11	3	3	6	5	2
Religious Accommodation	0	0	0	0	11	6
Retirement	9	3	3	6	4	3
Sex-Stereotyping	0	0	0	0	2	0
Telework	0	0	0	0	20	12
Termination	86	103	94	90	89	49
Terms/Conditions of Employment	120	106	113	109	128	45
Time and Attendance	56	46	51	74	87	30
Training	36	31	24	29	48	21
Other						
Workforce transformation	17	3	1	0	0	0
User Defined - Other 2	3	19	30	36	66	30
User Defined - Other 3	1	2	5	5	11	6
User Defined - Other 4	0	0	0	2	4	3

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	232.84	238.07	262.25	259.94	294.13	243.34
Average number of days in final action	86.93	104.71	72.59	77.63	104.71	154.52
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	230.83	233.37	255.43	260.51	283.68	248.06
Average number of days in final action	53.46	53.57	38.68	45.36	56.68	86.81
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	237.04	248.77	273.58	259.77	301.08	233.55
Average number of days in final action	137.21	167.01	119.05	114.76	165.11	203.40
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	155	124	123	90	59	42
Average days pending prior to dismissal	130	106	142	158	216	227
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	139	102	109	123	125	51

Age	0	0	0	0	4	24	3	100	0	0	1	33
Disability	0	0	5	36	4	24	1	33	2	22	2	67
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	6	0	0	1	11	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru03-31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		19		25		14		16		3	
Appointment/Hire	0	0	1	5	2	8	0	0	1	6	0	0
Assignment of Duties	1	13	1	5	2	8	2	14	2	13	0	0
Awards	0	0	0	0	0	0	0	0	1	6	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	2	11	0	0	1	7	1	6	0	0
Suspension	0	0	1	5	2	8	1	7	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	4	0	0	1	6	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	6	0	0
Perf. Eval./ Appraisal	1	13	1	5	1	4	1	7	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	25	9	47	11	44	7	50	8	50	1	33
Sexual	0	0	1	5	3	12	1	7	4	25	0	0

Findings After Hearing	7		5		8		11		7		0	
Appointment/Hire	0	0	0	0	1	13	0	0	0	0	0	0
Assignment of Duties	1	14	0	0	1	13	2	18	1	14	0	0
Awards	0	0	0	0	0	0	0	0	1	14	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	20	0	0	1	9	1	14	0	0
Suspension	0	0	1	20	1	13	1	9	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	13	0	0	1	14	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	14	0	0
Perf. Eval./ Appraisal	1	14	0	0	0	0	1	9	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	14	1	20	3	38	6	55	4	57	0	0
Sexual	0	0	1	20	1	13	1	9	2	29	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	14	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	3	43	0	0	1	13	2	18	3	43	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	2	40	0	0	1	9	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	1	7	2	12	0	0	0	0	1	33
Terms/Conditions of Employment	0	0	2	14	2	12	0	0	0	0	2	67
Time and Attendance	0	0	1	7	0	0	1	33	0	0	0	0
Training	0	0	0	0	0	0	2	67	0	0	0	0
Other - User Define												
Workforce transformation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	1	7	1	6	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2017Thru03-31						
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	931	931	1106	1373	1739	2496						
Total Complainants	850	874	1038	1284	1616	2292						
Number complaints pending												
Investigation	90	113	101	191	208	462						
ROI issued, pending Complainant's action	6	12	8	9	11	52						
Hearing	664	701	900	1033	1232	1671						
Final Agency Action	155	108	101	147	250	259						
Appeal with EEOC Office of Federal Operations	472	612	738	739	716	776						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	186	206	157	266	231	254