

**Equal Employment Opportunity Data
Posted
Pursuant to the No Fear Act:
Department of Homeland Security
For 3rd Quarter 2017 for period ending
June 30, 2017**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	1212	1213	1224	1275	1345	926
Number of Complainants	1169	1159	1187	1228	1296	899
Repeat Filers	38	50	31	42	42	22
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	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	462	331
Color	147	156	137	179	174	133
Religion	53	58	64	65	64	44
Reprisal	562	586	580	606	715	462
Sex	451	458	438	465	477	325
PDA	7	8	7	23	23	8

National Origin	223	193	191	194	220	167
Equal Pay Act	2	3	12	8	4	10
Age	402	426	387	413	423	282
Disability	288	275	311	332	355	256
Genetics	2	6	6	5	9	3
Non-EEO	72	80	89	85	78	78
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
<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	89	57
Assignment of Duties	104	99	117	144	143	84
Awards	20	21	15	21	25	15
Conversion to Full Time/Perm Status	1	1	2	0	3	1
Disciplinary Action						
Demotion	18	8	9	7	12	9
Reprimand	73	77	57	69	55	37
Suspension	66	64	64	76	88	56
Removal	34	24	41	55	55	32
Other	22	28	61	60	72	64
Duty Hours	17	21	20	29	42	20
Perf. Eval./ Appraisal	94	82	81	141	139	98
Examination/Test	4	10	10	6	16	5
Harassment						
Non-Sexual	474	499	512	512	610	366

Sexual	36	46	39	34	38	20
Medical Examination	12	8	13	22	31	7
Pay including overtime	26	34	47	54	49	44
Promotion/Non-Selection	262	273	171	232	308	209
Reassignment						
Denied	25	30	23	30	37	20
Directed	40	34	48	35	46	40
Reasonable Accommodation Disability	65	59	69	85	96	72
Reinstatement	11	3	3	6	5	2
Religious Accommodation	0	0	0	0	11	8
Retirement	9	3	3	6	4	5
Sex-Stereotyping	0	0	0	0	2	0
Telework	0	0	0	0	21	14
Termination	86	103	94	90	89	74
Terms/Conditions of Employment	120	106	113	109	128	85
Time and Attendance	56	46	51	74	88	54
Training	36	31	24	29	48	36
Other						
Workforce transformation	17	3	1	0	0	0
User Defined - Other 2	4	19	30	37	67	52
User Defined - Other 3	1	2	5	5	11	13
User Defined - Other 4	0	0	0	2	4	6

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	232.84	238.07	262.25	260.09	294.03	238.62
Average number of days in final action	86.93	104.93	72.39	77.39	104.05	138.31
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	230.83	233.37	255.33	260.43	284.29	239.44
Average number of days in final action	53.46	53.85	38.56	45.29	56.38	68.13
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	237.04	248.77	273.84	260.00	301.37	236.55
Average number of days in final action	137.21	167.01	119.05	113.95	165.11	194.40
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	155	124	122	90	59	87
Average days pending prior to dismissal	130	106	142	158	216	215
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	139	102	109	125	129	79

Age	0	0	0	0	4	24	3	100	0	0	2	33
Disability	0	0	5	36	4	24	1	33	2	22	4	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										2017Thru06-30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		19		25		14		16		7	
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	1	14
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	1	14
Harassment												
Non-Sexual	2	25	9	47	11	44	7	50	8	50	1	14
Sexual	0	0	1	5	3	12	1	7	4	25	0	0

Findings After Hearing	7		5		8		11		7		1	
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	1	100
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	17
Terms/Conditions of Employment	0	0	2	14	2	12	0	0	0	0	3	50
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					2017Thru06-30						
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	931	931	1102	1359	1701	2255						
Total Complainants	850	872	1033	1268	1578	2068						
Number complaints pending												
Investigation	90	113	101	191	207	331						
ROI issued, pending Complainant's action	6	12	8	9	11	18						
Hearing	664	700	897	1026	1210	1640						
Final Agency Action	155	109	99	136	229	223						
Appeal with EEOC Office of Federal Operations	472	610	738	738	712	796						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	186	206	157	267	229	249