

**Equal Employment Opportunity Data  
Posted  
Pursuant to the No Fear Act:  
Department of Homeland Security  
For 4th Quarter 2017 for period ending  
September 30, 2017**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	1212	1213	1224	1276	1344	1245
Number of Complainants	1169	1159	1187	1229	1295	1176
Repeat Filers	38	50	31	42	42	37
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	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	383	453	461	391
Color	147	156	137	179	175	181
Religion	53	58	64	65	64	57
Reprisal	562	586	580	608	715	596
Sex	452	458	439	465	476	476

PDA	7	8	7	23	23	12
National Origin	223	193	192	194	221	207
Equal Pay Act	2	3	12	8	4	8
Age	402	426	397	413	423	386
Disability	288	275	310	332	354	424
Genetics	2	6	6	5	9	4
Non-EEO	72	80	89	85	79	100
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Appointment/Hire	67	68	61	85	92	84
Assignment of Duties	104	99	118	143	144	126
Awards	20	21	16	21	27	23
Conversion to Full Time/Perm Status	1	1	2	0	3	1
<b>Disciplinary Action</b>						
Demotion	18	8	9	7	12	11
Reprimand	73	77	57	69	57	74
Suspension	66	64	66	76	88	82
Removal	34	24	41	55	56	36
Disciplinary Warning	22	28	60	59	74	47
Duty Hours	17	21	20	29	42	24
Perf. Eval./ Appraisal	94	82	82	142	141	136
Examination/Test	4	10	10	6	16	7
<b>Harassment</b>						

Non-Sexual	474	499	513	512	613	502
Sexual	36	46	39	34	38	42
Medical Examination	12	8	13	22	31	15
Pay including overtime	26	34	47	54	49	61
Promotion/Non-Selection	262	273	171	233	308	280
<b>Reassignment</b>						
Denied	25	30	23	30	38	29
Directed	40	34	48	35	48	50
Reasonable Accommodation Disability	65	59	68	85	97	95
Reinstatement	11	3	3	6	5	2
Religious Accommodation	0	0	0	0	11	8
Retirement	9	3	3	6	4	6
Sex-Stereotyping	0	0	0	0	2	0
Telework	0	0	0	0	21	18
Termination	86	103	94	91	91	105
Terms/Conditions of Employment	120	106	113	109	138	158
Time and Attendance	56	46	51	74	88	92
Training	36	31	24	29	48	54
<b>Other</b>						
Workforce transformation	17	3	1	0	0	0
User Defined - Other 2	4	19	29	37	40	0
User Defined - Other 3	1	2	5	5	4	0
User Defined - Other 4	0	0	0	2	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	232.84	238.07	262.25	259.85	294.21	247.46
Average number of days in final action	86.93	104.97	72.33	77.20	104.72	139.15
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	230.83	233.37	255.30	260.04	287.46	235.99
Average number of days in final action	53.46	53.65	38.56	45.19	58.35	69.53
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	237.04	248.77	274.03	260.02	297.15	264.39
Average number of days in final action	137.21	167.01	119.05	113.95	165.11	194.21
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	164	131	125	92	61	111
Average days pending prior to dismissal	129	104	136	163	206	211
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	139	102	109	125	129	104





Age	0	0	0	0	4	24	3	100	0	0	2	20
Disability	0	0	5	36	4	24	1	33	2	22	5	50
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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru09-30</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</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>
<b>Total Number Findings</b>	8		19		25		14		16		14	
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	4	29
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
<b>Disciplinary Action</b>												
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	7
<b>Harassment</b>												
Non-Sexual	2	25	9	47	11	44	7	50	8	50	6	43
Sexual	0	0	1	5	3	12	1	7	4	25	0	0





<b>Findings After Hearing</b>	7		5		8		11		7		4	
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	1	25
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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
Non-Sexual	1	14	1	20	3	38	6	55	4	57	1	25
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	1	25
Pay including overtime	1	14	0	0	0	0	0	0	0	0	1	25
Promotion/Non-Selection	3	43	0	0	1	13	2	18	3	43	2	50
<b>Reassignment</b>												
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	0	0
Terms/Conditions of Employment	0	0	2	14	2	12	0	0	0	0	3	30
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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2017Thru09-30</b>						
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total complaints from previous Fiscal Years	928	929	1099	1353	1691	2081						
Total Complainants	847	870	1029	1261	1570	1913						
<b>Number complaints pending</b>												
Investigation	90	113	101	191	184	666						
ROI issued, pending Complainant's action	6	12	8	9	11	24						
Hearing	664	699	896	1025	1221	1833						
Final Agency Action	154	110	100	136	223	431						
Appeal with EEOC Office of Federal Operations	472	608	736	736	707	813						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	186	206	157	260	207	234