

**Equal Employment Opportunity Data
Posted
Pursuant to the No Fear Act:
Department of Homeland Security
For 1st Quarter 2018 for period ending
December 31, 2017**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-31
	2013	2014	2015	2016	2017	
Number of Complaints Filed	1245	1244	1295	1369	1275	289
Number of Complainants	1190	1207	1248	1318	1227	289
Repeat Filers	51	31	42	44	38	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-31
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	464	393	457	467	466	101
Color	159	142	180	177	199	23
Religion	58	65	65	64	62	8
Reprisal	607	595	619	728	647	128
Sex	470	449	473	492	468	87

PDA	9	7	23	24	13	4
National Origin	199	200	196	227	209	43
Equal Pay Act	3	12	8	4	11	1
Age	426	425	414	424	393	69
Disability	280	311	334	357	339	92
Genetics	6	6	5	9	5	0
Non-EEO	85	90	91	83	104	22
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	68	61	86	93	87	22
Assignment of Duties	104	122	143	148	143	41
Awards	22	17	21	27	25	4
Conversion to Full Time/Perm Status	1	2	0	3	1	0
Disciplinary Action						
Demotion	10	9	10	12	12	4
Reprimand	78	59	71	59	80	17
Suspension	64	67	76	88	90	17
Removal	28	45	56	60	36	7
Duty Hours	21	21	29	42	24	7
Perf. Eval./ Appraisal	94	90	147	145	153	32
Examination/Test	10	11	6	16	7	5
Harassment						
Non-Sexual	519	526	520	626	532	114

Sexual	49	40	35	39	46	11
Medical Examination	8	14	22	33	16	9
Pay including overtime	35	48	54	49	63	12
Promotion/Non-Selection	276	172	234	310	288	42
Reassignment						
Denied	30	24	31	38	36	6
Directed	36	53	37	51	53	12
Reasonable Accommodation Disability	59	68	85	97	103	29
Reinstatement	3	3	6	5	3	0
Religious Accommodation	0	0	0	11	10	2
Retirement	3	3	6	4	5	1
Sex-Stereotyping	0	0	0	2	1	0
Telework	0	0	0	21	21	4
Termination	106	95	91	93	113	32
Terms/Conditions of Employment	112	114	110	143	176	33
Time and Attendance	48	51	74	88	99	23
Training	32	25	29	49	57	6
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-31
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	237.16	259.94	258.50	293.57	248.38	236.98
Average number of days in final action	104.41	71.03	77.08	103.62	138.62	103.80

Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	233.16	254.60	260.41	287.78	237.39	235.65						
Average number of days in final action	53.65	38.56	45.08	58.35	73.60	51.97						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	246.18	267.69	255.51	294.85	264.52	239.24						
Average number of days in final action	163.56	110.59	111.77	159.83	187.90	163.83						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2018Thru12-31	
	2013		2014		2015		2016		2017			
Total Complaints Dismissed by Agency	129	125	96	63	111	91						
Average days pending prior to dismissal	104	140	153	206	213	372						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	103	111	125	131	111	22						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018Thru12-31	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	28		28		21		18		14		2	
Without Hearing	23	82	20	71	10	48	11	61	12	86	1	50
With Hearing	5	18	8	29	11	52	7	39	2	14	1	50

Reprisal	4	80	3	38	5	45	6	86	1	50	0	0
Sex	2	40	1	13	4	36	6	86	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	20	1	13	0	0	3	43	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	20	1	13	5	45	2	29	0	0	0	0
Disability	1	20	5	63	2	18	2	29	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	9	1	14	0	0	1	100
Findings Without Hearing	14		17		3		9		10		0	
Race	3	21	4	24	1	33	1	11	1	10	0	0
Color	1	7	1	6	1	33	1	11	0	0	0	0
Religion	0	0	0	0	0	0	1	11	0	0	0	0
Reprisal	6	43	8	47	0	0	2	22	6	60	0	0
Sex	5	36	11	65	0	0	6	67	4	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	7	3	18	1	33	1	11	1	10	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	4	24	3	100	0	0	3	30	0	0
Disability	5	36	4	24	1	33	2	22	4	40	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	6	0	0	1	11	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2018Thru12- 31	
	2013		2014		2015		2016		2017		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	19		24		14		16		12		1	
Appointment/Hire	1	5	2	8	0	0	1	6	0	0	0	0
Assignment of Duties	1	5	2	8	2	14	2	13	3	25	0	0
Awards	0	0	0	0	0	0	1	6	0	0	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	2	11	0	0	1	7	1	6	0	0	0	0
Suspension	1	5	2	8	1	7	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	6	0	0	0	0
Perf. Eval./ Appraisal	1	5	1	4	1	7	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	1	8	0	0
Harassment												
Non-Sexual	9	47	11	46	7	50	8	50	4	33	0	0
Sexual	1	5	3	13	1	7	4	25	0	0	0	0
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	1	5	5	21	4	29	4	25	2	17	0	0
Reassignment												

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	2	11	3	13	1	7	1	6	0	0	0	0
Reasonable Accommodation Disability	2	11	1	4	1	7	2	13	1	8	1	100
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	0	0
Termination	1	5	4	17	2	14	0	0	1	8	1	100
Terms/Conditions of Employment	3	16	2	8	3	21	1	6	3	25	0	0
Time and Attendance	1	5	1	4	1	7	1	6	0	0	0	0
Training	0	0	0	0	2	14	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	5		7		11		7		2		1	
Appointment/Hire	0	0	1	14	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	14	2	18	1	14	0	0	0	0
Awards	0	0	0	0	0	0	1	14	0	0	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	1	20	0	0	1	9	1	14	0	0	0	0
Suspension	1	20	1	14	1	9	0	0	0	0	0	0

Other - User Define												
Findings Without Hearing	14		17		3		9		10		0	
Appointment/Hire	1	7	1	6	0	0	1	11	0	0	0	0
Assignment of Duties	1	7	1	6	0	0	1	11	3	30	0	0
Awards	0	0	0	0	0	0	0	0	0	0	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	1	7	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	6	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	7	1	6	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	1	10	0	0
Harassment												
Non-Sexual	8	57	8	47	1	33	4	44	4	40	0	0
Sexual	0	0	2	12	0	0	2	22	0	0	0	0
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	1	7	4	24	2	67	1	11	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	3	18	0	0	1	11	0	0	0	0

Reasonable Accommodation Disability	1	7	1	6	0	0	1	11	1	10	0	0
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	0	0
Termination	1	7	2	12	0	0	0	0	1	10	0	0
Terms/Conditions of Employment	2	14	2	12	0	0	0	0	3	30	0	0
Time and Attendance	1	7	0	0	1	33	0	0	0	0	0	0
Training	0	0	0	0	2	67	0	0	0	0	0	0

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2018Thru12-31
	Previous Fiscal Year Data						
	2013	2014	2015	2016	2017		
Total complaints from previous Fiscal Years	940	1110	1361	1697	2078	2912	
Total Complainants	881	1040	1270	1577	1910	2607	
Number complaints pending							
Investigation	112	99	178	170	200	556	
ROI issued, pending Complainant's action	12	8	10	11	28	67	
Hearing	699	897	1026	1220	1590	1888	
Final Agency Action	116	106	140	229	212	297	
Appeal with EEOC Office of Federal Operations	608	736	736	707	817	877	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 12-31
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	205	153	248	194	213	238