

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

DHS (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	1349	1275	1504	1300	1314	302
Number of Complainants	1301	1227	1447	1261	1250	298
Repeat Filers	42	38	52	35	57	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	450	464	545	466	497	105
Color	167	194	201	162	202	36
Religion	66	61	68	55	58	13
Reprisal	685	645	768	669	710	152
Sex	481	465	526	471	496	97
PDA	23	13	19	17	15	2

National Origin	222	207	264	183	228	56
Equal Pay Act	4	11	6	3	4	1
Age	407	390	409	382	424	86
Disability	348	337	416	411	413	82
Genetics	8	4	6	4	6	2
Non-EEO	80	103	90	69	91	18
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	86	87	98	94	110	22
Assignment of Duties	132	139	224	140	187	51
Awards	20	24	20	21	24	4
Conversion to Full Time/Perm Status	3	1	0	0	0	0
Disciplinary Action						
Demotion	11	12	16	11	12	3
Reprimand	42	79	81	60	65	11
Suspension	79	88	87	63	67	15
Removal	56	36	40	38	26	9
Duty Hours	41	23	28	21	23	5
Perf. Eval./ Appraisal	115	150	150	137	130	33
Examination/Test	15	7	27	14	11	0
Harassment						
Non-Sexual	594	527	645	618	690	144
Sexual	38	46	70	47	52	9

Medical Examination	27	16	33	36	27	5
Pay including overtime	43	62	44	49	55	9
Promotion/Non-Selection	302	288	240	218	199	35
Reassignment						
Denied	34	34	32	22	23	2
Directed	44	53	56	42	38	7
Reasonable Accommodation Disability	89	100	114	130	122	15
Reinstatement	5	3	7	2	2	0
Religious Accommodation	11	10	12	7	10	3
Retirement	4	5	3	8	9	3
Sex-Stereotyping	2	1	1	0	1	0
Telework	20	20	21	12	29	7
Termination	85	113	155	129	135	27
Terms/Conditions of Employment	117	173	235	172	127	23
Time and Attendance	80	98	105	103	96	34
Training	44	55	40	42	40	7
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	293.53	248.21	274.04	286.32	239.84	289.20
Average number of days in final action	104.47	137.42	108.31	124.96	160.91	153.62
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	284.51	237.05	247.87	272.03	224.82	282.66						
Average number of days in final action	57.32	70.40	68.06	73.65	89.13	79.14						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	297.65	264.53	308.53	301.97	264.85	291.56						
Average number of days in final action	159.83	188.34	167.36	271.78	328.82	339.88						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016	2017	2018	2019	2020							
Total Complaints Dismissed by Agency	63	111	188	98	113						27	
Average days pending prior to dismissal	206	213	271	187	309						258	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	121	111	120	140	134						36	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016	2017	2018	2019	2020							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	18		14		9		15		46		8	
Without Hearing	11	61	12	86	4	44	15	100	21	46	3	38
With Hearing	7	39	2	14	5	56	0	0	25	54	5	63

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 12-31	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	16		12		6		15		44		8	
Race	3	19	2	17	1	17	6	40	11	25	1	13
Color	1	6	0	0	1	17	1	7	4	9	1	13
Religion	1	6	0	0	0	0	0	0	0	0	0	0
Reprisal	8	50	7	58	6	100	5	33	22	50	6	75
Sex	12	75	4	33	2	33	5	33	14	32	5	63
PDA	0	0	0	0	0	0	0	0	1	2	0	0
National Origin	4	25	1	8	0	0	0	0	9	20	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	13	3	25	0	0	5	33	13	30	6	75
Disability	4	25	4	33	2	33	4	27	16	36	6	75
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	2	13	0	0	0	0	0	0	4	9	0	0
Findings After Hearing	7		2		5		4		25		5	
Race	2	29	1	50	1	20	1	25	5	20	0	0
Color	0	0	0	0	1	20	0	0	1	4	1	20
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	86	1	50	5	100	2	50	14	56	5	100

Sex	6	86	0	0	2	40	1	25	7	28	5	100
PDA	0	0	0	0	0	0	0	0	1	4	0	0
National Origin	3	43	0	0	0	0	0	0	6	24	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	29	0	0	0	0	0	0	8	32	5	100
Disability	2	29	0	0	2	40	1	25	11	44	4	80
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	14	0	0	0	0	0	0	2	8	0	0
Findings Without Hearing	9		10		1		11		19		3	
Race	1	11	1	10	0	0	5	45	6	32	1	33
Color	1	11	0	0	0	0	1	9	3	16	0	0
Religion	1	11	0	0	0	0	0	0	0	0	0	0
Reprisal	2	22	6	60	1	100	3	27	8	42	1	33
Sex	6	67	4	40	0	0	4	36	7	37	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	11	1	10	0	0	0	0	3	16	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	3	30	0	0	5	45	5	26	1	33
Disability	2	22	4	40	0	0	3	27	5	26	2	67
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	11	0	0	0	0	0	0	2	11	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	16		12		6		15		42		8	
Appointment/Hire	1	6	0	0	0	0	1	7	3	7	0	0
Assignment of Duties	2	13	3	25	0	0	1	7	4	10	1	13
Awards	1	6	0	0	0	0	1	7	2	5	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	6	0	0	0	0	0	0	1	2	1	13
Suspension	0	0	0	0	0	0	1	7	1	2	1	13
Removal	0	0	0	0	1	17	2	13	1	2	1	13
Duty Hours	1	6	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	17	2	13	8	19	0	0
Examination/Test	0	0	1	8	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	8	50	4	33	2	33	6	40	19	45	3	38
Sexual	4	25	0	0	1	17	0	0	5	12	1	13
Medical Examination	0	0	0	0	1	17	0	0	2	5	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	4	25	2	17	1	17	2	13	9	21	2	25
Reassignment												

Denied	0	0	0	0	0	0	0	0	1	2	0	0
Directed	1	6	0	0	0	0	1	7	5	12	0	0
Reasonable Accommodation Disability	2	13	1	8	0	0	2	13	2	5	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	2	5	0	0
Termination	0	0	1	8	0	0	1	7	0	0	0	0
Terms/Conditions of Employment	1	6	3	25	1	17	3	20	5	12	0	0
Time and Attendance	1	6	0	0	0	0	1	7	1	2	0	0
Training	0	0	0	0	0	0	1	7	0	0	0	0
Other - User Define												
Findings After Hearing	7		2		5		4		24		5	
Appointment/Hire	0	0	0	0	0	0	0	0	3	13	0	0
Assignment of Duties	1	14	0	0	0	0	1	25	3	13	0	0
Awards	1	14	0	0	0	0	1	25	1	4	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	14	0	0	0	0	0	0	0	0	1	20
Suspension	0	0	0	0	0	0	0	0	1	4	1	20

Other - User Define												
Findings Without Hearing	9		10		1		11		18		3	
Appointment/Hire	1	11	0	0	0	0	1	9	0	0	0	0
Assignment of Duties	1	11	3	30	0	0	0	0	1	6	1	33
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	0	0	0	0	0	0	1	6	0	0
Suspension	0	0	0	0	0	0	1	9	0	0	0	0
Removal	0	0	0	0	0	0	1	9	0	0	1	33
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	2	18	3	17	0	0
Examination/Test	0	0	1	10	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	44	4	40	0	0	4	36	7	39	1	33
Sexual	2	22	0	0	0	0	0	0	4	22	1	33
Medical Examination	0	0	0	0	0	0	0	0	1	6	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	11	0	0	1	100	1	9	5	28	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	11	0	0	0	0	1	9	2	11	0	0

Reasonable Accommodation Disability	1	11	1	10	0	0	2	18	1	6	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	1	6	0	0
Termination	0	0	1	10	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	3	30	0	0	3	27	2	11	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	6	0	0
Training	0	0	0	0	0	0	1	9	0	0	0	0
Other - User Define												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data							2021Thru12-31				
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	1760	2083	2092	2169	2045	2844						
Total Complainants	1635	1914	1892	1984	1885	2579						
Number complaints pending												
Investigation	210	214	90	114	88	508						
ROI issued, pending Complainant's action	11	28	24	32	10	44						
Hearing	1237	1590	1597	1488	1302	1551						
Final Agency Action	252	215	308	500	596	645						
Appeal with EEOC Office of Federal Operations	751	818	978	1187	1364	1416						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	236	228	169	136	120	148