

**Equal Employment Opportunity Data
Posted
Pursuant to the No Fear Act:
Department of Homeland Security
1st Quarter 2016 for period ending
December 31, 2015**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	1297	1211	1212	1223	1270	315
Number of Complainants	294	245	229	207	226	313
Repeat Filers	28	14	16	10	9	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	460	413	454	382	444	102
Color	137	147	156	137	177	34
Religion	63	53	58	64	65	8
Reprisal	603	562	584	580	597	138
Sex	474	451	457	437	459	104
PDA	2	7	8	7	23	5

National Origin	222	223	193	191	193	51
Equal Pay Act	4	2	3	12	8	0
Age	430	401	424	381	410	97
Disability	328	288	274	311	328	72
Genetics	4	2	6	6	5	2
Non-EEO	85	72	80	89	83	16
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	80	67	68	60	84	19
Assignment of Duties	103	104	99	117	143	31
Awards	25	20	21	15	20	3
Conversion to Full-time	2	1	1	2	0	2
Disciplinary Action						
Demotion	12	18	8	9	6	0
Reprimand	88	73	77	57	64	9
Suspension	74	65	63	64	74	18
Removal	31	34	24	41	55	7
Other	49	22	28	61	60	14
Duty Hours	34	17	21	20	29	5
Evaluation Appraisal	98	94	81	81	140	14
Examination/Test	6	4	10	9	6	4
Harassment						
Non-Sexual	476	474	498	512	504	120

Sexual	41	36	46	39	34	9
Medical Examination	8	12	8	13	22	4
Pay (Including Overtime)	39	26	34	47	53	6
Promotion/Non-Selection	247	262	272	171	229	84
Reassignment						
Denied	30	25	30	23	29	7
Directed	55	40	34	47	34	10
Reasonable Accommodation	64	65	59	69	84	22
Reinstatement	7	11	3	3	6	2
Retirement	8	9	3	3	6	3
Termination	163	86	103	93	88	24
Terms/Conditions of Employment	220	120	106	113	105	34
Time and Attendance	52	56	46	51	72	16
Training	33	36	31	24	28	10
Other	63	18	23	33	33	10
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	237.91	233.03	238.73	260.46	259.40	269.78
Average number of days in final action	152.34	87.66	104.78	71.24	77.00	97.03
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	231.61	230.83	232.92	253.93	258.88	248.45
Average number of days in final action	71.68	54.38	54.44	39.67	46.53	65.68

Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		253.09	237.04	248.93	273.58	260.35	281.55						
Average number of days in final action		233.00	137.21	166.77	116.94	115.11	156.60						
Complaints Dismissed by Agency		Comparative Data											
		Previous Fiscal Year Data										2016Thru12-31	
		2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency		138	155	124	123	90	18						
Average days pending prior to dismissal		169	130	106	142	158	301						
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		110	139	102	104	120	21						
Total Final Agency Actions Finding Discrimination		Comparative Data											
		Previous Fiscal Year Data										2016Thru12-31	
		2011	2012	2013	2014	2015							
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		8		15		19		13		14		7	
Without Hearing		0	0	0	0	0	0	0	0	0	0	0	0
With Hearing		8	100	15	100	19	100	13	100	14	100	7	100
Findings of Discrimination Rendered by Basis		Comparative Data											
		Previous Fiscal Year Data										2016Thru12-31	
<i>Note: Complaints can</i>		2011	2012	2013	2014	2015							

<i>be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	9		8		19		24		14		7	
Race	2	22	0	0	4	21	5	21	5	36	2	29
Color	2	22	1	13	1	5	1	4	1	7	0	0
Religion	1	11	0	0	0	0	0	0	0	0	0	0
Reprisal	4	44	4	50	10	53	11	46	5	36	5	71
Sex	1	11	3	38	7	37	11	46	4	29	6	86
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	11	1	13	2	11	4	17	1	7	4	57
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	11	2	25	1	5	5	21	8	57	2	29
Disability	3	33	1	13	6	32	8	33	3	21	2	29
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	13	0	0	1	4	1	7	0	0
Findings After Hearing	6		7		5		7		11		5	
Race	2	33	0	0	1	20	1	14	4	36	2	40
Color	2	33	0	0	0	0	0	0	0	0	0	0
Religion	1	17	0	0	0	0	0	0	0	0	0	0
Reprisal	2	33	4	57	4	80	3	43	5	45	5	100
Sex	1	17	3	43	2	40	1	14	4	36	4	80
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	17	0	0	1	20	1	14	0	0	3	60

Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	17	2	29	1	20	1	14	5	45	2	40	
Disability	2	33	1	14	1	20	4	57	2	18	2	40	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	1	14	0	0	0	0	1	9	0	0	
Findings Without Hearing	3		1		14		17		3		2		
Race	0	0	0	0	3	21	4	24	1	33	0	0	
Color	0	0	1	100	1	7	1	6	1	33	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	2	67	0	0	6	43	8	47	0	0	0	0	
Sex	0	0	0	0	5	36	10	59	0	0	2	100	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	1	100	1	7	3	18	1	33	1	50	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	4	24	3	100	0	0	
Disability	1	33	0	0	5	36	4	24	1	33	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	1	6	0	0	0	0	
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2016Thru12-31		
	2011		2012		2013		2014		2015				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	9		8		19		24		14		7		
Appointment/Hire	1	11	0	0	1	5	2	8	0	0	0	0	

Termination	2	22	1	13	1	5	3	13	2	14	0	0
Terms/Conditions of Employment	2	22	0	0	3	16	2	8	3	21	0	0
Time and Attendance	0	0	0	0	1	5	1	4	1	7	0	0
Training	0	0	0	0	0	0	0	0	2	14	0	0
Other - User Defined	0	0	1	13	1	5	1	4	0	0	0	0
Findings After Hearing	6		7		5		7		11		5	
Appointment/Hire	0	0	0	0	0	0	1	14	0	0	0	0
Assignment of Duties	0	0	1	14	0	0	1	14	2	18	1	20
Awards	0	0	0	0	0	0	0	0	0	0	1	20
Conversion to Full-time	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	1	20	0	0	1	9	0	0
Suspension	0	0	0	0	1	20	1	14	1	9	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	14	0	0	1	20
Duty Hours	1	17	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	1	14	0	0	0	0	1	9	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	17	1	14	1	20	3	43	6	55	2	40
Sexual	0	0	0	0	1	20	1	14	1	9	1	20
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	14	0	0	0	0	0	0	0	0

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	7	1	6	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	8	57	8	47	1	33	1	50
Sexual	0	0	0	0	0	0	2	12	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	0	0	0	0	1	7	4	24	2	67	1	50
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	3	18	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	7	1	6	0	0	0	0
Reinstatement	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
Termination	1	33	0	0	1	7	2	12	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	2	14	2	12	0	0	0	0
Time and Attendance	0	0	0	0	1	7	0	0	1	33	0	0
Training	0	0	0	0	0	0	0	0	2	67	0	0
Other - User Defined	0	0	0	0	1	7	1	6	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status				Comparative Data								
				Previous Fiscal Year Data					2016Thru12-31			
				2011	2012	2013	2014	2015				
Total complaints from previous				728	934	936	1119	1406	2326			

Fiscal Years						
Total Complainants	676	853	879	1050	1315	2141
Number complaints pending						
Investigation	48	90	115	103	198	765
ROI issued, pending Complainant's action	6	6	12	8	9	64
Hearing	548	666	707	912	1058	1282
Final Agency Action	109	154	103	98	141	162
Appeal with EEOC Office of Federal Operations	248	291	371	405	369	366
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	188	189	209	161	286	362