Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:
Department of Homeland Security
For 4th Quarter 2016 for period ending September 30, 2016

<table>
<thead>
<tr>
<th>Complaint Activity</th>
<th>Comparative Data</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
</tr>
<tr>
<td></td>
<td>2011</td>
</tr>
<tr>
<td>Number of Complaints Filed</td>
<td>1262</td>
</tr>
<tr>
<td>Number of Complainants</td>
<td>1197</td>
</tr>
<tr>
<td>Repeat Filers</td>
<td>57</td>
</tr>
</tbody>
</table>

Complaints by Basis

<table>
<thead>
<tr>
<th>Complaints by Basis</th>
<th>Comparative Data</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
</tr>
<tr>
<td></td>
<td>2011</td>
</tr>
<tr>
<td>Race</td>
<td>443</td>
</tr>
<tr>
<td>Color</td>
<td>135</td>
</tr>
<tr>
<td>Religion</td>
<td>62</td>
</tr>
<tr>
<td>Reprisal</td>
<td>587</td>
</tr>
<tr>
<td>Sex</td>
<td>462</td>
</tr>
<tr>
<td>PDA</td>
<td>2</td>
</tr>
</tbody>
</table>

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.
<table>
<thead>
<tr>
<th>Complaints by Issue</th>
<th>Comparative Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Origin</td>
<td>219</td>
</tr>
<tr>
<td>Equal Pay Act</td>
<td>4</td>
</tr>
<tr>
<td>Age</td>
<td>421</td>
</tr>
<tr>
<td>Disability</td>
<td>324</td>
</tr>
<tr>
<td>Genetics</td>
<td>3</td>
</tr>
<tr>
<td>Non-EEO</td>
<td>82</td>
</tr>
</tbody>
</table>

**Note:** Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Demotion</td>
<td>12</td>
<td>18</td>
<td>8</td>
<td>9</td>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td>Reprimand</td>
<td>87</td>
<td>72</td>
<td>76</td>
<td>57</td>
<td>68</td>
<td>41</td>
</tr>
<tr>
<td>Suspension</td>
<td>70</td>
<td>66</td>
<td>64</td>
<td>63</td>
<td>73</td>
<td>76</td>
</tr>
<tr>
<td>Removal</td>
<td>31</td>
<td>34</td>
<td>24</td>
<td>41</td>
<td>55</td>
<td>53</td>
</tr>
<tr>
<td>Other</td>
<td>49</td>
<td>22</td>
<td>28</td>
<td>61</td>
<td>60</td>
<td>67</td>
</tr>
<tr>
<td>Duty Hours</td>
<td>31</td>
<td>17</td>
<td>21</td>
<td>20</td>
<td>28</td>
<td>40</td>
</tr>
<tr>
<td>Perf. Eval./ Appraisal</td>
<td>94</td>
<td>87</td>
<td>81</td>
<td>80</td>
<td>138</td>
<td>109</td>
</tr>
<tr>
<td>Examination/Test</td>
<td>6</td>
<td>4</td>
<td>10</td>
<td>9</td>
<td>5</td>
<td>14</td>
</tr>
</tbody>
</table>

**Harassment**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>465</td>
<td>466</td>
<td>485</td>
<td>504</td>
<td>503</td>
<td>571</td>
</tr>
<tr>
<td>Category</td>
<td>41</td>
<td>35</td>
<td>46</td>
<td>39</td>
<td>34</td>
<td>35</td>
</tr>
<tr>
<td>-----------------------------------------------------</td>
<td>----</td>
<td>----</td>
<td>----</td>
<td>----</td>
<td>----</td>
<td>----</td>
</tr>
<tr>
<td>Sexual</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical Examination</td>
<td>8</td>
<td>12</td>
<td>8</td>
<td>13</td>
<td>22</td>
<td>27</td>
</tr>
<tr>
<td>Pay including overtime</td>
<td>38</td>
<td>26</td>
<td>34</td>
<td>47</td>
<td>53</td>
<td>42</td>
</tr>
<tr>
<td>Promotion/Non-Selection</td>
<td>230</td>
<td>253</td>
<td>264</td>
<td>166</td>
<td>224</td>
<td>292</td>
</tr>
<tr>
<td><strong>Reassignment</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Denied</td>
<td>29</td>
<td>24</td>
<td>30</td>
<td>23</td>
<td>28</td>
<td>33</td>
</tr>
<tr>
<td>Directed</td>
<td>54</td>
<td>39</td>
<td>32</td>
<td>44</td>
<td>32</td>
<td>41</td>
</tr>
<tr>
<td>Reasonable Accommodation Disability</td>
<td>64</td>
<td>58</td>
<td>57</td>
<td>68</td>
<td>85</td>
<td>88</td>
</tr>
<tr>
<td>Reinstatement</td>
<td>7</td>
<td>11</td>
<td>3</td>
<td>3</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>Religious Accommodation</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>11</td>
</tr>
<tr>
<td>Retirement</td>
<td>8</td>
<td>8</td>
<td>3</td>
<td>3</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Sex-Stereotyping</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Telework</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>18</td>
</tr>
<tr>
<td>Termination</td>
<td>162</td>
<td>85</td>
<td>103</td>
<td>93</td>
<td>90</td>
<td>82</td>
</tr>
<tr>
<td>Terms/Conditions of Employment</td>
<td>220</td>
<td>120</td>
<td>104</td>
<td>110</td>
<td>105</td>
<td>107</td>
</tr>
<tr>
<td>Time and Attendance</td>
<td>52</td>
<td>56</td>
<td>45</td>
<td>51</td>
<td>74</td>
<td>79</td>
</tr>
<tr>
<td>Training</td>
<td>32</td>
<td>36</td>
<td>30</td>
<td>23</td>
<td>29</td>
<td>43</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workforce transformation</td>
<td>51</td>
<td>17</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>User Defined - Other 2</td>
<td>5</td>
<td>3</td>
<td>17</td>
<td>30</td>
<td>35</td>
<td>54</td>
</tr>
<tr>
<td>User Defined - Other 3</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>5</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>User Defined - Other 4</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>
### Processing Time

<table>
<thead>
<tr>
<th>Complaints pending during fiscal year</th>
<th>Previous Fiscal Year Data</th>
<th>2016Thru09-30</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2011</td>
<td>2012</td>
</tr>
<tr>
<td>Average number of days in investigation</td>
<td>237.11</td>
<td>229.62</td>
</tr>
<tr>
<td>Average number of days in final action</td>
<td>153.02</td>
<td>87.68</td>
</tr>
<tr>
<td>Complaint pending during fiscal year where hearing was requested</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average number of days in investigation</td>
<td>228.00</td>
<td>226.50</td>
</tr>
<tr>
<td>Average number of days in final action</td>
<td>70.39</td>
<td>53.44</td>
</tr>
<tr>
<td>Complaint pending during fiscal year where hearing was not requested</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average number of days in investigation</td>
<td>253.55</td>
<td>235.56</td>
</tr>
<tr>
<td>Average number of days in final action</td>
<td>233.10</td>
<td>140.05</td>
</tr>
</tbody>
</table>

### Complaints Dismissed by Agency

<table>
<thead>
<tr>
<th>Complaints Dismissed by Agency</th>
<th>Previous Fiscal Year Data</th>
<th>2016Thru09-30</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Complaints Dismissed by Agency</td>
<td>2011</td>
<td>2012</td>
</tr>
<tr>
<td>Avg days pending prior to dismissal</td>
<td>133</td>
<td>146</td>
</tr>
<tr>
<td>Total Complaints Withdrawn by Complainants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg days pending prior to dismissal</td>
<td>173</td>
<td>134</td>
</tr>
<tr>
<td>Total Final Agency Actions Finding Discrimination</td>
<td>Comparative Data</td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>------------------</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2016Thru09-30</td>
</tr>
<tr>
<td></td>
<td>2011 # %</td>
<td>2012 # %</td>
</tr>
<tr>
<td>Total Number Findings</td>
<td>13 #</td>
<td>15 #</td>
</tr>
<tr>
<td>No Hearing Findings</td>
<td>7 54%</td>
<td>8 53%</td>
</tr>
<tr>
<td>With Hearing Findings</td>
<td>6 46%</td>
<td>7 47%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Findings of Discrimination Rendered by Basis</th>
<th>Comparative Data</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
</tr>
<tr>
<td></td>
<td>2011 # %</td>
</tr>
<tr>
<td>Total Number Findings</td>
<td>9 #</td>
</tr>
<tr>
<td>Race</td>
<td>2 22%</td>
</tr>
<tr>
<td>Color</td>
<td>2 22%</td>
</tr>
<tr>
<td>Religion</td>
<td>1 11%</td>
</tr>
<tr>
<td>Reprisal</td>
<td>4 44%</td>
</tr>
<tr>
<td>Sex</td>
<td>1 11%</td>
</tr>
<tr>
<td>PDA</td>
<td>0 0%</td>
</tr>
<tr>
<td>National Origin</td>
<td>1 11%</td>
</tr>
<tr>
<td>Equal Pay Act</td>
<td>0 0%</td>
</tr>
<tr>
<td>Age</td>
<td>1 11%</td>
</tr>
<tr>
<td>Disability</td>
<td>3 33%</td>
</tr>
<tr>
<td>Genetics</td>
<td>0 0%</td>
</tr>
<tr>
<td>Non-EEO</td>
<td>0 0%</td>
</tr>
</tbody>
</table>

*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.*
<table>
<thead>
<tr>
<th>Findings After Hearing</th>
<th>6</th>
<th>7</th>
<th>5</th>
<th>8</th>
<th>10</th>
<th>7</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>2</td>
<td>33</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>20</td>
<td>1</td>
</tr>
<tr>
<td>Color</td>
<td>2</td>
<td>33</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Religion</td>
<td>1</td>
<td>17</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reprisal</td>
<td>2</td>
<td>33</td>
<td>4</td>
<td>57</td>
<td>4</td>
<td>80</td>
<td>3</td>
</tr>
<tr>
<td>Sex</td>
<td>1</td>
<td>17</td>
<td>1</td>
<td>43</td>
<td>2</td>
<td>40</td>
<td>1</td>
</tr>
<tr>
<td>PDA</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>National Origin</td>
<td>1</td>
<td>17</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>20</td>
<td>1</td>
</tr>
<tr>
<td>Equal Pay Act</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Age</td>
<td>1</td>
<td>17</td>
<td>1</td>
<td>3</td>
<td>13</td>
<td>4</td>
<td>40</td>
</tr>
<tr>
<td>Disability</td>
<td>2</td>
<td>33</td>
<td>1</td>
<td>20</td>
<td>4</td>
<td>7</td>
<td>63</td>
</tr>
<tr>
<td>Genetics</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-EEO</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Findings Without Hearing</th>
<th>3</th>
<th>1</th>
<th>14</th>
<th>16</th>
<th>3</th>
<th>9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>21</td>
</tr>
<tr>
<td>Color</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>1</td>
<td>7</td>
</tr>
<tr>
<td>Religion</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reprisal</td>
<td>2</td>
<td>67</td>
<td>0</td>
<td>0</td>
<td>6</td>
<td>43</td>
</tr>
<tr>
<td>Sex</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>36</td>
</tr>
<tr>
<td>PDA</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>National Origin</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>1</td>
<td>7</td>
</tr>
<tr>
<td>Equal Pay Act</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Age</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>25</td>
</tr>
<tr>
<td>Findings of Discrimination Rendered by Issue</td>
<td>Comparative Data</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2016Thru09-30</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2011</td>
<td>2012</td>
<td>2013</td>
<td>2014</td>
<td>2015</td>
<td>#</td>
</tr>
<tr>
<td>Disability</td>
<td>1</td>
<td>33</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>36</td>
</tr>
<tr>
<td>Genetics</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-EEO</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Total Number Findings</td>
<td>9</td>
<td>18</td>
<td>19</td>
<td>24</td>
<td>13</td>
<td>16</td>
</tr>
<tr>
<td>Appointment/Hire</td>
<td>1</td>
<td>11</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Assignment of Duties</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>13</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Awards</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Conversion to Full Time/Perm Status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Disciplinary Action</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Demotion</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reprimand</td>
<td>1</td>
<td>11</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>11</td>
</tr>
<tr>
<td>Suspension</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Removal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Duty Hours</td>
<td>1</td>
<td>11</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Perf. Eval./ Appraisal</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>13</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Examination/Test</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Harassment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Sexual</td>
<td>1</td>
<td>11</td>
<td>2</td>
<td>25</td>
<td>9</td>
<td>47</td>
</tr>
<tr>
<td>Sexual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Medical Examination</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Category</td>
<td>Values</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>--------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pay including overtime</td>
<td>0 0 1 13 0 0 0 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Promotion/Non-Selection</td>
<td>0 0 3 38 1 5 5 21 3 23 4 25</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reassignment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Denied</td>
<td>0 0 0 0 0 0 0 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Directed</td>
<td>0 0 0 0 2 11 3 13 1 8 1 6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reasonable Accommodation Disability</td>
<td>2 22 1 13 2 11 1 4 1 8 2 13</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reinstatement</td>
<td>0 0 0 0 0 0 0 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Religious Accommodation</td>
<td>0 0 0 0 0 0 0 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retirement</td>
<td>0 0 0 0 0 0 0 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sex-Stereotyping</td>
<td>0 0 0 0 0 0 0 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telework</td>
<td>0 0 0 0 0 0 0 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Termination</td>
<td>2 22 1 13 1 5 4 17 2 15 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Terms/Conditions of Employment</td>
<td>2 22 0 0 3 16 2 8 3 23 1 6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time and Attendance</td>
<td>0 0 0 0 1 5 1 4 1 8 1 6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td>0 0 0 0 0 0 0 0 0 2 15 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other - User Define</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workforce transformation</td>
<td>0 0 1 13 0 0 0 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>User Defined - Other 2</td>
<td>0 0 0 0 1 5 1 4 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>User Defined - Other 3</td>
<td>0 0 0 0 0 0 0 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>User Defined - Other 4</td>
<td>0 0 0 0 0 0 0 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Findings After Hearing</td>
<td>6</td>
<td>7</td>
<td>5</td>
<td>8</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>----</td>
<td>---</td>
</tr>
<tr>
<td>Appointment/Hire</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>13</td>
</tr>
<tr>
<td>Assignment of Duties</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>14</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Awards</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Conversion to Full Time/Perm Status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Disciplinary Action</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Demotion</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reprimand</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>20</td>
</tr>
<tr>
<td>Suspension</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>20</td>
</tr>
<tr>
<td>Removal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>13</td>
</tr>
<tr>
<td>Duty Hours</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>14</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Perf. Eval./ Appraisal</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>14</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Examination/Test</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Harassment</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Sexual</td>
<td>1</td>
<td>17</td>
<td>1</td>
<td>14</td>
<td>1</td>
<td>20</td>
</tr>
<tr>
<td>Sexual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>20</td>
</tr>
<tr>
<td>Medical Examination</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Pay including overtime</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>14</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Promotion/Non-Selection</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>43</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td><strong>Reassignment</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Denied</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Directed</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>40</td>
</tr>
<tr>
<td>Reasonable Accommodatation</td>
<td>2</td>
<td>33</td>
<td>1</td>
<td>14</td>
<td>1</td>
<td>20</td>
</tr>
<tr>
<td>Disability</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>10</td>
<td>1</td>
<td>14</td>
</tr>
<tr>
<td>Category</td>
<td>Count</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------</td>
<td>-------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reinstatement</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Religious Accommodation</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retirement</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sex-Stereotyping</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telework</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Termination</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Terms/Conditions of Employment</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time and Attendance</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other - User Define</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workforce transformation</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>User Defined - Other 2</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>User Defined - Other 3</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>User Defined - Other 4</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Findings Without Hearing</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appointment/Hire</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assignment of Duties</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Awards</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conversion to Full Time/Perm Status</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disciplinary Action</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Demotion</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Category</td>
<td>1</td>
<td>33</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>7</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>---</td>
<td>----</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Reprimand</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Suspension</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Removal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Duty Hours</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Perf. Eval./ Appraisal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>7</td>
</tr>
<tr>
<td>Examination/Test</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Harassment**

<table>
<thead>
<tr>
<th>Category</th>
<th>1</th>
<th>33</th>
<th>0</th>
<th>0</th>
<th>1</th>
<th>7</th>
<th>0</th>
<th>0</th>
<th>0</th>
<th>0</th>
<th>4</th>
<th>44</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Sexual</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>8</td>
<td>57</td>
<td>7</td>
<td>44</td>
<td>1</td>
<td>33</td>
<td>4</td>
<td>44</td>
</tr>
<tr>
<td>Sexual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>13</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>22</td>
</tr>
<tr>
<td>Medical Examination</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Pay including overtime</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Promotion/Non-Selection</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>7</td>
<td>4</td>
<td>25</td>
<td>2</td>
<td>67</td>
<td>1</td>
<td>11</td>
</tr>
</tbody>
</table>

**Reassignment**

<table>
<thead>
<tr>
<th>Category</th>
<th>1</th>
<th>33</th>
<th>0</th>
<th>0</th>
<th>1</th>
<th>7</th>
<th>0</th>
<th>0</th>
<th>0</th>
<th>0</th>
<th>0</th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denied</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Directed</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>19</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>11</td>
</tr>
<tr>
<td>Reasonable Accommodation</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>7</td>
<td>1</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>11</td>
</tr>
<tr>
<td>Disability</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reinstatement</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Religious Accommodation</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Retirement</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex-Stereotyping</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Telework</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Termination</td>
<td>1</td>
<td>33</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>7</td>
<td>2</td>
<td>13</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Terms/Conditions of Employment</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>14</td>
<td>2</td>
<td>13</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Time and Attendance</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>7</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>33</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Training</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>67</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other - User Define</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workforce transformation</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>User Defined - Other 2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>7</td>
<td>1</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>User Defined - Other 3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>User Defined - Other 4</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Pending Complaints Filed in Previous Fiscal Years by Status</th>
<th>Comparative Data</th>
<th>2016Thru09-30</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2011</td>
</tr>
<tr>
<td>Total complaints from previous Fiscal Years</td>
<td>704</td>
<td>900</td>
</tr>
<tr>
<td>Total Complainants</td>
<td>654</td>
<td>824</td>
</tr>
<tr>
<td>Number complaints pending</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investigation</td>
<td>43</td>
<td>90</td>
</tr>
<tr>
<td>ROI issued, pending Complainant's action</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Hearing</td>
<td>533</td>
<td>639</td>
</tr>
<tr>
<td>Final Agency Action</td>
<td>107</td>
<td>152</td>
</tr>
<tr>
<td>Appeal with EEOC Office of Federal Operations</td>
<td>372</td>
<td>469</td>
</tr>
<tr>
<td>Complaint Investigations</td>
<td>Comparative Data</td>
<td></td>
</tr>
<tr>
<td>--------------------------</td>
<td>------------------</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2016Thru9-30</td>
</tr>
<tr>
<td>Pending Complaints Where Investigations Exceed Required Time Frames</td>
<td>169</td>
<td>185</td>
</tr>
</tbody>
</table>