

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

For 3rd Quarter 2015 for period ending June 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru06-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	1202	1297	1211	1212	1222	980
Number of Complainants	293	294	245	229	207	966
Repeat Filers	18	28	14	16	10	10

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Race	409	460	413	454	382	327
Color	131	137	147	156	136	129
Religion	56	63	53	58	64	47
Reprisal	541	603	562	583	577	421
Sex	397	474	451	457	437	345
PDA	0	2	7	8	7	21

National Origin	208	222	223	193	191	158
Equal Pay Act	0	4	2	3	12	7
Age	356	430	401	424	381	313
Disability	279	328	288	274	311	235
Genetics	3	4	2	6	6	5
Non-EEO	42	85	72	80	89	66
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	56	80	67	68	60	64
Assignment of Duties	107	103	104	99	117	110
Awards	21	25	20	21	15	16
Conversion to Full-time	0	2	1	1	2	0
Disciplinary Action						
Demotion	9	12	18	8	9	4
Reprimand	58	88	73	76	57	48
Suspension	63	74	65	63	64	49
Removal	17	31	34	24	41	44
Other	30	49	22	28	61	47
Duty Hours	23	34	17	21	20	22
Evaluation Appraisal	91	98	94	81	81	113
Examination/Test	7	6	4	10	9	3
Harassment						
Non-Sexual	406	476	474	498	512	368

Sexual	50	41	36	46	39	28
Medical Examination	10	8	12	8	13	13
Pay (Including Overtime)	16	39	26	34	47	39
Promotion/Non-Selection	232	247	262	272	171	169
Reassignment						
Denied	24	30	25	30	23	19
Directed	36	55	40	34	47	26
Reasonable Accommodation	52	64	65	59	69	63
Reinstatement	6	7	11	3	3	4
Retirement	8	8	9	3	3	6
Termination	188	163	86	103	93	62
Terms/Conditions of Employment	163	220	120	106	113	65
Time and Attendance	47	52	56	46	51	48
Training	35	33	36	31	24	21
Other	88	64	31	34	74	40
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru06-30
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	215.02	237.91	233.03	238.77	260.10	254.82
Average number of days in final action	392.42	152.84	88.07	105.22	71.91	71.64
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	204.35	231.61	230.83	232.93	253.22	252.12
Average number of days in final action	61.80	71.68	54.38	54.44	39.90	44.66

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	231.26	253.09	237.04	248.96	273.75	258.75						
Average number of days in final action	752.81	234.00	138.21	167.77	117.94	102.31						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2015Thru06-30	
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	195	138	155	124	123	66						
Average days pending prior to dismissal	379	169	130	106	142	159						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	112	109	139	100	103	95						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru06-30	
	2010	2011	2012	2013	2014							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		8		16		19		13		15	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	4	100	8	100	16	100	19	100	13	100	15	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru06-30	
<i>Note: Complaints can be</i>	2010	2011	2012	2013	2014							

Age	2	50	1	17	2	25	1	20	1	14	5	45
Disability	1	25	2	33	1	13	1	20	4	57	2	18
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	13	0	0	0	0	1	9
Findings Without Hearing	1		3		1		14		17		1	
Race	0	0	0	0	0	0	3	21	4	24	0	0
Color	0	0	0	0	1	100	1	7	1	6	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	2	67	0	0	6	43	8	47	0	0
Sex	1	100	0	0	0	0	5	36	10	59	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	1	7	3	18	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	4	24	1	100
Disability	0	0	1	33	0	0	5	36	4	24	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	6	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015Thru06-30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		9		9		19		24		12	
Appointment/Hire	0	0	1	11	0	0	1	5	2	8	0	0
Assignment of Duties	0	0	0	0	2	22	1	5	2	8	1	8

Awards	0	0	0	0	0	0	0	0	0	0	0	0
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	1	11	0	0	2	11	0	0	0	0
Suspension	0	0	0	0	0	0	1	5	2	8	1	8
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	1	4	0	0
Duty Hours	0	0	1	11	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	11	1	5	1	4	2	17
Examination/Test	0	0	0	0	0	0	0	0	0	0	1	8
Harassment												
Non-Sexual	1	20	1	11	2	22	9	47	11	46	7	58
Sexual	1	20	0	0	0	0	1	5	3	13	1	8
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	11	0	0	0	0	0	0
Promotion/Non-Selection	2	40	0	0	3	33	1	5	5	21	3	25
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	20	0	0	0	0	2	11	3	13	1	8
Reasonable Accommodation	0	0	2	22	1	11	2	11	1	4	1	8
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	20	2	22	1	11	1	5	3	13	2	17

Terms/Conditions of Employment	1	20	2	22	0	0	3	16	2	8	3	25
Time and Attendance	0	0	0	0	0	0	1	5	1	4	0	0
Training	2	40	0	0	1	11	0	0	0	0	1	8
Other - User Defined	0	0	0	0	1	11	1	5	1	4	0	0
Findings After Hearing	4		6		8		5		7		11	
Appointment/Hire	0	0	0	0	0	0	0	0	1	14	0	0
Assignment of Duties	0	0	0	0	2	25	0	0	1	14	1	9
Awards	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	1	20	0	0	0	0
Suspension	0	0	0	0	0	0	1	20	1	14	1	9
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	1	14	0	0
Duty Hours	0	0	1	17	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	13	0	0	0	0	2	18
Examination/Test	0	0	0	0	0	0	0	0	0	0	1	9
Harassment												
Non-Sexual	1	25	1	17	1	13	1	20	3	43	7	64
Sexual	0	0	0	0	0	0	1	20	1	14	1	9
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	13	0	0	0	0	0	0
Promotion/Non-	2	50	0	0	3	38	0	0	1	14	2	18

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	7	1	6	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	8	57	8	47	0	0
Sexual	1	100	0	0	0	0	0	0	2	12	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	0	0	1	7	4	24	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	3	18	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	7	1	6	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	0	0	1	33	0	0	1	7	2	12	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	2	14	2	12	0	0
Time and Attendance	0	0	0	0	0	0	1	7	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	7	1	6	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2015Thru06-30						
	2010	2011	2012	2013	2014							
Total complaints from previous	787	729	936	941	1127	1577						

Fiscal Years						
Total Complainants	727	677	855	884	1058	1476
Number complaints pending						
Investigation	65	48	90	115	105	254
ROI issued, pending Complainant's action	12	6	6	12	9	20
Hearing	427	550	669	712	918	1142
Final Agency Action	235	109	154	104	101	137
Appeal with EEOC Office of Federal Operations	236	375	477	617	747	762
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru06-30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	163	187	188	209	164	216