

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

For 1st Quarter 2012 for period ending December 31, 2011

Mixed Cases are Included in this report.

Comparative Data

Complaint Activity	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	1093	1147	1449	1196	1295	305
Number of Complainants	1054	1093	1402	1148	1245	303
Repeat Filers	32	45	44	42	44	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	313	320	320	395	446	92
Color	135	127	92	125	127	33
Religion	29	38	44	54	62	12
Reprisal	378	403	711	532	577	104
Sex	321	349	318	389	455	104
National Origin	162	151	473	205	217	48

Equal Pay Act	4	0	1	0	4	1
Age	262	294	285	352	408	95
Disability	227	221	210	275	311	67
Non-EEO	3	5	23	44	83	18
Pregnancy Discrimination Act	0	0	0	0	2	0
GINA	0	0	0	0	5	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	58	64	46	56	78	15
Assignment of Duties	63	83	365	107	95	24
Awards	22	16	14	21	25	4
Conversion to Full-time	3	1	1	0	2	0
Disciplinary Action						
Demotion	13	10	6	9	11	4
Reprimand	49	53	48	56	90	16
Suspension	43	34	27	61	73	15
Removal	23	19	14	17	28	8
Other	10	13	16	30	43	7
Duty Hours	17	13	15	23	30	4
Evaluation Appraisal	39	59	59	93	93	24
Examination/Test	8	4	6	7	6	2
Harassment						
Non-Sexual	245	297	587	403	456	103

Sexual	41	42	46	51	37	5
Medical Examination	9	14	4	10	8	0
Pay (Including Overtime)	29	18	17	16	37	8
Promotion/Non-Selection	254	249	222	229	238	48
Reassignment						
Denied	31	23	24	24	28	6
Directed	31	26	40	34	54	7
Reasonable Accommodation	42	37	38	50	60	10
Reinstatement	5	4	7	6	6	0
Retirement	3	2	4	9	8	3
Termination	118	122	136	185	159	23
Terms/Conditions of Employment	125	100	346	160	214	24
Time and Attendance	34	41	30	46	47	12
Training	24	25	23	35	32	11
Other	50	97	76	87	61	4

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	312.07	232.10	237.64	211.38	238.84	245.80
Average number of days in final action	373.55	754.57	480.82	603.60	281.75	164.55
Complaint pending during fiscal year where hearing was requested						
Average number of days in	291.97	226.41	223.69	209.47	235.35	234.98

investigation												
Average number of days in final action	37.39	42.56	21.02	55.60	29.15	29.44						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	336.66	239.63	247.97	212.96	241.54	250.81						
Average number of days in final action	729.48	1,306.12	865.19	749.78	393.34	271.31						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2012Thru12-31	
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	258	255	201	229	175	39						
Average days pending prior to dismissal	303	312	348	371	187	234						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	103	94	64	103	102	21						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012Thru12-31	
	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		9		12		11		12		5	
Without Hearing	0	0	0	0	0	0	3	27	3	25	1	20
With Hearing	7	100	9	100	12	100	8	73	9	75	4	80
Findings of	Comparative Data											

Discrimination Rendered by Basis	Previous Fiscal Year Data										2012Thru12- 31	
	2007		2008		2009		2010		2011			
<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	10		14		21		18		12		5	
Race	4	40	2	14	8	38	4	22	4	33	0	0
Color	0	0	1	7	0	0	1	6	2	17	1	20
Religion	0	0	5	36	2	10	2	11	2	17	0	0
Reprisal	5	50	3	21	6	29	7	39	6	50	2	40
Sex	7	70	4	29	6	29	5	28	1	8	2	40
National Origin	0	0	7	50	1	5	2	11	1	8	2	40
Equal Pay Act	0	0	1	7	0	0	0	0	0	0	0	0
Age	4	40	3	21	4	19	3	17	1	8	2	40
Disability	1	10	2	14	4	19	3	17	3	25	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	10		14		20		15		9		4	
Race	4	40	2	14	8	40	4	27	4	44	0	0
Color	0	0	1	7	0	0	1	7	2	22	0	0
Religion	0	0	5	36	2	10	1	7	2	22	0	0
Reprisal	5	50	3	21	6	30	7	47	4	44	2	50
Sex	7	70	4	29	6	30	3	20	1	11	2	50
National Origin	0	0	7	50	1	5	2	13	1	11	1	25

time												
Disciplinary Action												
Demotion	0	0	0	0	2	10	1	6	0	0	0	0
Reprimand	0	0	0	0	0	0	1	6	1	9	0	0
Suspension	1	10	0	0	0	0	1	6	0	0	1	20
Removal	1	10	0	0	2	10	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	9	0	0
Evaluation Appraisal	0	0	1	7	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	1	6	0	0	0	0
Harassment												
Non-Sexual	2	20	4	29	5	25	5	28	3	27	1	20
Sexual	0	0	0	0	1	5	1	6	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	10	0	0	0	0	1	6	0	0	1	20
Promotion/Non-Selection	2	20	9	64	7	35	6	33	0	0	1	20
Reassignment												
Denied	0	0	1	7	0	0	1	6	0	0	0	0
Directed	1	10	0	0	0	0	2	11	0	0	0	0
Reasonable Accommodation	0	0	0	0	2	10	1	6	3	27	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	2	20	2	14	1	5	2	11	2	18	1	20
Terms/Conditions of Employment	1	10	0	0	1	5	1	6	2	18	0	0

Time and Attendance	1	10	0	0	0	0	1	6	0	0	0	0
Training	0	0	0	0	0	0	2	11	0	0	0	0
Other - User Defined	1	10	0	0	0	0	2	11	0	0	1	20
Findings After Hearing	10		14		19		15		8		4	
Appointment/Hire	1	10	1	7	1	5	1	7	0	0	0	0
Assignment of Duties	2	20	1	7	1	5	1	7	0	0	1	25
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	2	11	1	7	0	0	0	0
Reprimand	0	0	0	0	0	0	1	7	0	0	0	0
Suspension	1	10	0	0	0	0	1	7	0	0	1	25
Removal	1	10	0	0	2	11	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	13	0	0
Evaluation Appraisal	0	0	1	7	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	1	7	0	0	0	0
Harassment												
Non-Sexual	2	20	4	29	5	26	5	33	3	38	0	0
Sexual	0	0	0	0	1	5	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	10	0	0	0	0	1	7	0	0	1	25
Promotion/Non-Selection	2	20	9	64	6	32	6	40	0	0	1	25

Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	1	33	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	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	33	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	0	0	0	0	0	0	1	33	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2012Thru12-31						
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	2091	2100	1973	2299	1772	1847						

Total Complainants	1949	1971	1831	2143	1645	1721
Number complaints pending						
Investigation	269	126	100	63	53	521
ROI issued, pending Complainant's action	5	7	9	12	6	57
Hearing	364	391	505	436	578	795
Final Agency Action	236	260	236	213	87	112
Appeal with EEOC Office of Federal Operations	96	111	138	214	343	387
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	414	273	206	156	234	258