

DHS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT: Data as of September 30 2009 - 4th Quarter 2009						
Complaint Activity	Comparative Data					2009 Thru 9-30
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	
Number of Complaints Filed		1199	1083	1086	1145	1457
Number of Complainants		1075	1010	1045	1099	1401
Repeat Filers		80	54	42	52	56
Complaints by Basis	Comparative Data					2009 Thru 9-30
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race		339	326	368	298	322
Color		75	83	80	92	88
Religion		50	57	38	48	53
Reprisal		406	391	389	432	761
Sex		408	349	334	385	330
National Origin		197	193	158	175	512
Equal Pay Act		n/a	1	7	3	1
Age		287	336	283	321	317
Disability		264	258	260	238	231
Non-EEO		16	44	24	16	48
Complaints by Issue	Comparative Data					2009 Thru 9-30
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire		16	45	57	57	40
Assignment of Duties		68	59	61	68	346
Awards		60	25	15	22	10
Conversion to Full-time		2	1	3	1	1
Disciplinary Action						
Demotion		17	6	18	11	7
Reprimand		48	19	50	46	42
Removal		36	23	22	34	20
Suspension		41	40	45	30	35
Other		n/a	28	1	14	10
Duty Hours		14	14	22	15	12
Evaluation Appraisal		41	36	38	40	75
Examination/Test		5	8	8	5	3
Harassment						
Non-Sexual		189	282	289	314	630
Sexual		43	51	37	33	48
Medical Examination		2	14	8	10	10
Pay (Including Overtime)		26	28	25	27	18
Promotion/Non-Selection		239	287	277	248	257
Reassignment						
Denied		21	28	34	34	39
Directed		43	30	29	28	46
Reasonable Accommodation		27	34	43	47	34
Reinstatement		0	4	4	2	7
Retirement		2	4	5	2	5
Termination		162	136	135	112	134
Terms/Conditions of Employment		87	116	142	108	421
Time and Attendance		34	42	36	54	35

Processing Time	Comparative Data					2009 Thru 9-30						
	Previous Fiscal Year Data											
	2004	2005	2006	2007	2008							
Complaints pending during fiscal year												
Average number of days in investigation		322	406	311.5	249.9	221.9						
Average number of days in final action		n/a	326	428.1	296	540.3						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation		331	338	242.5	259.4	211.9						
Average number of days in final action		n/a	48	72.5	64	187.6						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation		301	413	347.3	312.8	229.1						
Average number of days in final action		842	443	587.6	660.5	1076.2						
Complaints Dismissed by Agency	Comparative Data					2009 Thru 9-30						
	Previous Fiscal Year Data											
	2004	2005	2006	2007	2008							
Total Complaints Dismissed by Agency		231	281	187	247	204						
Average days pending prior to dismissal		306	254	257	220	241						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants		n/a	81	96	109	84						
Total Final Actions Finding Discrimination	Comparative Data										2009 Thru 9-30	
	Previous Fiscal Year Data											
	2004		2005		2006		2007		2008			
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings			12		29		12		21		23	
Without Hearing			2	17%	4	14%	2	17%	0	0%	1	4%
With Hearing			10	83%	25	86%	10	83%	21	100%	22	96%
Findings of Discrimination Rendered by Basis	Comparative Data										2009 Thru 9-30	
	Previous Fiscal Year Data											
	2004		2005		2006		2007		2008			
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings			12		29		12		21		23	
Race			1	8%	21	72%	3	25%	7	33%	8	35%
Color			0	0%	2	7%	0	0%	3	14%	3	13%
Religion			1	8%	1	3%	1	8%	5	24%	3	13%
Reprisal			3	25%	10	34%	6	50%	5	24%	11	48%
Sex			5	42%	10	34%	7	58%	7	33%	8	35%

