

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

## ICE (and below)

For 1st Quarter 2019 for period ending December 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	185	178	213	227	201	201
Number of Complainants	182	173	199	207	193	193
Repeat Filers	2	4	10	13	7	7
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	70	70	84	96	81	81
Color	23	17	29	49	32	32
Religion	10	10	12	15	13	13
Reprisal	90	88	128	127	124	124
Sex	91	61	90	88	79	79
PDA	4	7	3	0	6	6

National Origin	36	36	54	64	54	54
Equal Pay Act	5	2	0	5	2	2
Age	79	60	98	98	61	61
Disability	37	33	43	58	44	44
Genetics	1	0	0	0	1	1
Non-EEO	13	8	19	15	15	15
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Appointment/Hire	4	6	8	18	10	10
Assignment of Duties	33	29	38	38	36	36
Awards	1	3	4	5	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	4	4	6	13	8	8
Suspension	4	3	10	8	9	9
Removal	3	0	0	5	4	4
Duty Hours	1	2	4	3	6	6
Perf. Eval./ Appraisal	19	21	22	34	32	32
Examination/Test	2	2	2	0	1	1
<b>Harassment</b>						
Non-Sexual	97	81	87	105	85	85
Sexual	6	5	10	13	8	8

Medical Examination	0	1	1	4	2	2
Pay including overtime	9	19	11	18	5	5
Promotion/Non-Selection	31	45	94	77	51	51
<b>Reassignment</b>						
Denied	9	3	8	21	9	9
Directed	18	1	15	29	20	20
Reasonable Accommodation Disability	4	10	12	18	18	18
Reinstatement	0	0	0	0	1	1
Religious Accommodation	0	0	1	1	0	0
Retirement	0	3	3	0	1	1
Sex-Stereotyping	0	0	1	0	0	0
Telework	0	0	5	4	5	5
Termination	10	8	6	8	12	12
Terms/Conditions of Employment	18	14	36	50	57	57
Time and Attendance	9	14	20	34	18	18
Training	4	11	15	15	7	7
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru12-31</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Complaints pending during fiscal year						
Average number of days in investigation	448.95	301.06	285.73	281.87	363.83	363.83
Average number of days in final action	117.20	150.06	147.72	195.93	124.31	124.31
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	455.30	308.50	293.17	254.35	372.12	372.12						
Average number of days in final action	37.96	69.09	98.45	89.62	64.96	64.96						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	436.71	287.87	278.81	328.29	348.90	348.90						
Average number of days in final action	173.80	216.49	196.76	340.74	348.77	348.77						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru12-31</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total Complaints Dismissed by Agency	5	8	12	19	21						21	
Average days pending prior to dismissal	790	275	403	206	295						295	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	24	15	16	17	14						14	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru12-31</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	0		6		3		2		1		1	
Without Hearing	0	0	0	0	2	67	2	100	0	0	0	0
With Hearing	0	0	6	100	1	33	0	0	1	100	1	100
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>											



Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	100	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	100	0	0	0	0	0	0
<b>Findings Without Hearing</b>	4		0		1		2		0		0	
Race	3	75	0	0	0	0	0	0	0	0	0	0
Color	1	25	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	50	0	0	0	0	0	0	0	0	0	0
Sex	2	50	0	0	1	100	2	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	25	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	50	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	25	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru12-31</b>	
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	4		7		2		2		1		1	
Appointment/Hire	0	0	0	0	1	50	0	0	0	0	0	0
Assignment of Duties	0	0	1	14	0	0	0	0	0	0	0	0



Termination	1	25	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	2	50	3	43	1	50	1	50	0	0	0	0
Time and Attendance	0	0	1	14	1	50	0	0	0	0	0	0
Training	0	0	1	14	0	0	0	0	0	0	0	0
Other - User Define												
<b>Findings After Hearing</b>	0		6		1		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	17	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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	100	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	100	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	100	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	5	83	1	100	0	0	0	0	0	0
Sexual	0	0	1	17	1	100	0	0	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





Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	1	50	0	0	0	0
Harassment												
Non-Sexual	3	75	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	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	2	50	1	100	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	25	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	25	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	2	50	0	0	0	0	1	50	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	1	100	0	0	0	0	0	0	0	0
Other - User Define												

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru12-31</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Total complaints from previous Fiscal Years	233	265	277	340	410	410
Total Complainants	232	252	259	300	350	350
<b>Number complaints pending</b>						
Investigation	27	7	2	11	28	28
ROI issued, pending Complainant's action	1	1	0	9	12	12
Hearing	166	201	218	248	244	244
Final Agency Action	30	44	35	31	84	84
Appeal with EEOC Office of Federal Operations	93	49	91	97	105	105
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru12-31</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	55	35	20	34	55	55