

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

ICE (and below)

For 3rd Quarter 2019 for period ending June 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	185	178	213	227	201	124
Number of Complainants	182	173	199	207	193	123
Repeat Filers	2	4	10	13	7	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	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	47
Color	23	17	29	49	32	17
Religion	10	10	12	15	13	2
Reprisal	90	88	128	127	124	62
Sex	91	61	90	88	79	48
PDA	4	7	3	0	6	2
National Origin	36	36	54	64	54	15

Equal Pay Act	5	2	0	5	2	0
Age	79	60	98	98	61	47
Disability	37	33	43	58	44	32
Genetics	1	0	0	0	1	0
Non-EEO	13	8	19	15	15	11
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	4	6	8	18	10	16
Assignment of Duties	33	29	38	38	36	10
Awards	1	3	4	5	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	4	4	6	13	8	4
Suspension	4	3	10	8	9	3
Removal	3	0	0	5	4	2
Duty Hours	1	2	4	3	6	1
Perf. Eval./ Appraisal	19	21	22	34	32	26
Examination/Test	2	2	2	0	1	0
Harassment						
Non-Sexual	97	81	87	105	85	51
Sexual	6	5	10	13	8	5
Medical Examination	0	1	1	4	2	6

Pay including overtime	9	19	11	18	5	1
Promotion/Non-Selection	31	45	94	77	51	25
Reassignment						
Denied	9	3	8	21	9	5
Directed	18	1	15	29	20	5
Reasonable Accommodation Disability	4	10	12	18	18	8
Reinstatement	0	0	0	0	1	1
Religious Accommodation	0	0	1	1	0	0
Retirement	0	3	3	0	1	2
Sex-Stereotyping	0	0	1	0	0	0
Telework	0	0	5	4	5	2
Termination	10	8	6	8	12	7
Terms/Conditions of Employment	18	14	36	50	57	12
Time and Attendance	9	14	20	34	18	3
Training	4	11	15	15	7	6
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	448.95	301.06	285.73	281.87	363.83	456.05
Average number of days in final action	117.20	150.06	147.72	195.93	124.31	227.88
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	477.27

Average number of days in final action	37.96	69.09	98.45	89.62	64.96	74.59						
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	438.95						
Average number of days in final action	173.80	216.49	196.76	340.74	348.77	443.23						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2019Thru06-30						
	2014	2015	2016	2017	2018							
Total Complaints Dismissed by Agency	5	8	12	19	21	13						
Average days pending prior to dismissal	790	275	403	206	295	290						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	24	15	16	17	14	16						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019Thru06-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		6		3		2		1		1	
Without Hearing	0	0	0	0	2	67	2	100	0	0	1	100
With Hearing	0	0	6	100	1	33	0	0	1	100	0	0

National Origin	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	100	0	0
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
Findings Without Hearing	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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru06-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		7		2		2		1		1	

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	233	265	277	340	410	433
Total Complainants	232	252	259	300	350	366
Number complaints pending						
Investigation	27	7	2	11	28	70
ROI issued, pending Complainant's action	1	1	0	9	12	8
Hearing	166	201	218	248	244	231
Final Agency Action	30	44	35	31	84	107
Appeal with EEOC Office of Federal Operations	93	49	91	97	105	126

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	55	35	20	34	55	83