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

ICE (and below)

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

			Coı	nparati	ve Data	ı
Complaint Activity	Pr	evious	Fiscal Y	Zear Da	ıta	2019Thru06-30
	2014	2015	2016	2017	2018	2019111ru00-30
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 Pasis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru06- 30
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

Complaints by Issue Comparative Data							
Disability 37 33 43 58 44 32	Equal Pay Act	5	2	0	5	2	0
Complaints by Issue Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Appointment/Hire 4 6 8 18 10 16 10 16 Assignment of Duties 33 29 38 38 36 10 10 10 10 10 10 10 1	Age	79	60	98	98	61	47
Non-EEO 13 8 19 15 15 11	Disability	37	33	43	58	44	32
Complaints by Issue Comparative Data	Genetics	1	0	0	0	1	0
Note: Complaints by Issue Previous Fiscal Year Data Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Appointment/Hire	Non-EEO	13	8	19	15	15	11
Previous Fiscal Year Data Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. 2014 2015 2016 2017 2018 2018 2016 2017 2018 2018 2016 2017 2018 2018 2016 2017 2018 2016 2017 2018 2016 2017 2018 2016 2017 2018 2016 2017 2018 2016 2017 2018 2016 2017 2018 2016 2017 2018 2016 2017 2018 2016 2017 2018 2016 2017 2018 2016 2017 2018 2018 2016 2017 2018 201				Com	parativ	ve Data	1
alleging multiple bases. The sum of the bases may not equal total complaints filed. 2014 2015 2016 2017 2018 30 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 0 0 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 <td< td=""><td>Complaints by Issue</td><td>Pro</td><td>evious</td><td>Fiscal Y</td><td>Year D</td><td>ata</td><td></td></td<>	Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Assignment of Duties 33 29 38 38 36 10 Awards 1 3 4 5 1 0 Conversion to Full Time/Perm 0 0 0 0 0 0 Disciplinary Action Demotion 0 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	the bases may not equal total	2014	2015	2016	2017	2018	2019Thru06- 30
Awards	Appointment/Hire	4	6	8	18	10	16
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	Assignment of Duties	33	29	38	38	36	10
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	Awards	1	3	4	5	1	0
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		0	0	0	0	0	0
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	Disciplinary Action						
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	Demotion	0	0	0	0	0	1
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	Reprimand	4	4	6	13	8	4
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	Suspension	4	3	10	8	9	3
Perf. Eval./ Appraisal 19 21 22 34 32 26 Examination/Test 2 2 2 2 0 1 0 Harassment Non-Sexual 97 81 87 105 85 51 Sexual 6 5 10 13 8 5	Removal	3	0	0	5	4	2
Examination/Test 2 2 2 0 1 0 Harassment Non-Sexual 97 81 87 105 85 51 Sexual 6 5 10 13 8 5	Duty Hours	1	2	4	3	6	1
Harassment Non-Sexual 97 81 87 105 85 51 Sexual 6 5 10 13 8 5	Perf. Eval./ Appraisal	19	21	22	34	32	26
Non-Sexual 97 81 87 105 85 51 Sexual 6 5 10 13 8 5	Examination/Test	2	2	2	0	1	0
Sexual 6 5 10 13 8 5	Harassment						
	Non-Sexual	97	81	87	105	85	51
Medical Examination 0 1 1 4 2 6	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	1	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 Emplo	yment	18	14	36	50	57	12
Time and Attendance		9	14	20	34	18	3
Training		4	11	15	15	7	6
Other							
			Co	mpaı	rative]	Data	
Processing Time]	Previous	Fiscal	Yea	r Data	l	2019Thru06-
	2014	2015	2016	5 2	2017	2018	30
Complaints pending during	fiscal yea	r					
Average number of days in investigation	448.95	301.06	285.7	3 2	81.87	363.83	456.05
days in investigation							
Average number of days in final action	117.20	150.06	147.7	2 1	95.93	124.31	227.88
Average number of							227.88

Average number of days in final action	37.	.96	69	0.09	98	.45	8	9.62	6	4.96	,	74.59
Complaint pending during fis	scal	year	wh	ere h	earin	g wa	as n	ot req	ues	ted		
Average number of days in investigation	436	5.71	28	7.87	278	8.81	32	28.29	34	8.90	4	38.95
Average number of days in final action	173	.80	21	6.49	196	5.76	34	10.74	34	8.77	4	43.23
					<u> </u>	(on	ıparat	tive	Data		
Complaints Dismissed by A	L gen	ıcy		Prev	ious	Fisc	al Y	Year I	Dat	a	2019	Thru06-
			201		30							
Total Complaints Dismissed Agency	by	by 5 8 12 19 21										13
Average days pending prior dismissal	to		79	0	275	40)3	206	2	295		290
Сотр	lain	ts V	Vith	drav	vn by	Co	mp	lainar	ıts			
Total Complaints Withdrawn Complainants	ı by		24	1	15	1	6	17		14		16
					(Com	pai	rative	Da	ta		
Total Final Agency			Pre	viou	s Fis	cal Y	Yea	r Dat	a		2019	Thru06-
Actions Finding Discrimination	20)14	2	015	20	16	2	017	2	018		30
	#	%	#	%	#	%	#	%	#	%	#	%
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	1 33		0 0		100	0	0

Findings of Discrimination	Ducyious Fiscal Voca Data													
Rendered by Basis			Pre	eviou	ıs F	iscal '	Yea	r Dat	a		2019	Thru06-		
Note: Complaints can be	20	014	20)15	2	016	2	017	2	018		30		
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	4		7		2		2		1		1			
Race	3	75	0	0	0	0	0	0	0	0	1	100		
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	1	50	0	0	1	100	0	0		
Sex	2	50	0	0	2	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	1	100	0	0		
Genetics	0	0	0	0	0	0	0	0	0	0	0	0		
Non-EEO	1	25	0	0	1	50	0	0	0	0	0	0		
Findings After Hearing	0		0		1		0		1		1			
Race	0	0	0	0	0	0	0	0	0	0	1	100		
Color	0	0	0	0	0	0	0	0	0	0	0	0		
Religion	0	0	0	0	0	0	0	0	0	0	0	0		
Reprisal	0	0	0	0	1	100	0	0	1	100	0	0		
Sex	0	0	0	0	1	100	0	0	0	0	0	0		
PDA	0	0	0	0	0	0	0	0	0	0	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

						Comp	ara	ıtive	Da	ta		
Findings of Discrimination Rendered	Previous Fiscal Year Data 2019Thru06											
by Issue	20	2014 2015 2016 2017 2018										30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
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	50	0	0	0	0	0	0
Suspension	1	25	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	50	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	1	50	0	0	0	0
Harassment												
Non-Sexual	3	75	5	71	1	50	0	0	0	0	1	100
Sexual	0	0	1	14	1	50	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	14	1	50	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	25	1	14	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	14	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	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												'
Findings After Hearing	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	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	-	-	4	-								
Non-Sexual	0	0	5	83	1	100	0	0	0	0	1	100
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
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	17	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	17	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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	3	50	1	100	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings Without Hearing	4		1		1		2		0		0	
Appointment/Hire	0	0	0	0	1	100	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	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	0	0	0	0	0	0	0	0
Suspension	1	25	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	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

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data							
	Pro	evious	2019Thru06-					
	2014	2015	2016	2017	2018	30		
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						
	Pro	evious	2019Thru06-				
	2014	2015	2016	2017	2018	30	
Pending Complaints Where Investigations Exceed Required Time Frames	55	35	20	34	55	83	