



Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2022, Quarter 1

Office of Diversity and Civil Rights

31 December 2021



U.S. Immigration
and Customs
Enforcement

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

ICE (and below)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	227	201	145	184	137	58
Number of Complainants	207	193	143	176	130	54
Repeat Filers	13	7	2	8	6	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	96	81	55	67	59	18
Color	49	32	20	32	22	9
Religion	15	13	4	7	5	8
Reprisal	127	124	67	97	75	23
Sex	88	79	56	70	58	22
PDA	0	6	2	2	2	0
National Origin	64	54	21	36	43	12
Equal Pay Act	5	2	1	0	2	0

Age	98	61	51	59	45	20
Disability	58	44	38	57	38	19
Genetics	0	1	0	0	1	1
Non-EEO	15	15	12	7	13	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	18	10	19	17	9	7
Assignment of Duties	38	36	10	25	15	3
Awards	5	1	0	3	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	2	2	0
Reprimand	13	8	4	7	7	3
Suspension	8	9	4	4	5	4
Removal	5	4	2	1	2	2
Duty Hours	3	6	2	0	3	1
Perf. Eval./ Appraisal	34	32	28	23	12	4
Examination/Test	0	1	0	1	2	0
Harassment						
Non-Sexual	105	85	58	76	53	20
Sexual	13	8	5	9	5	1
Medical Examination	4	2	7	5	0	0
Pay including overtime	18	5	3	10	3	0
Promotion/Non-Selection	77	51	28	28	22	4
Reassignment						
Denied	21	9	6	4	1	0
Directed	29	20	5	11	2	2

Reasonable Accommodation Disability	18	18	13	15	6	3
Reinstatement	0	1	1	1	0	0
Religious Accommodation	1	0	0	0	0	1
Retirement	0	1	2	2	3	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	5	2	4	4	0
Termination	8	12	8	15	14	2
Terms/Conditions of Employment	50	57	13	15	8	5
Time and Attendance	34	18	3	18	7	0
Training	15	7	6	4	1	1
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	281.87	363.83	439.84	345.50	276.68	370.35
Average number of days in final action	195.93	124.31	206.53	182.44	288.06	168.24
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	254.35	372.12	455.71	340.14	285.75	402.21
Average number of days in final action	89.62	64.96	76.32	114.74	137.49	115.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	328.29	348.90	432.91	351.38	264.57	347.60
Average number of days in final action	340.74	348.77	418.49	395.56	422.23	236.79

Age	0	0	0	0	0	0	4	50	0	0	0	0
Disability	1	50	1	100	0	0	2	25	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	13	0	0	0	0
Findings After Hearing	0		1		1		2		0		0	
Race	0	0	0	0	1	100	0	0	0	0	0	0
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	1	100	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	1	50	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	1	50	0	0	0	0
Disability	0	0	1	100	0	0	1	50	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	50	0	0	0	0
Findings Without Hearing	2		0		0		6		1		0	
Race	0	0	0	0	0	0	2	33	1	100	0	0
Color	0	0	0	0	0	0	2	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	4	67	1	100	0	0
Sex	2	100	0	0	0	0	4	67	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	33	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	3	50	0	0	0	0
Disability	1	50	0	0	0	0	1	17	0	0	0	0

Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022Thru12- 31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		1		8		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	13	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	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	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	100	0	0	5	63	0	0	0	0
Examination/Test	1	50	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	4	50	1	100	0	0
Sexual	0	0	0	0	0	0	1	13	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	13	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	0	0	3	38	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	3	38	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	3	50	0	0	0	0
Examination/Test	1	50	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	33	1	100	0	0
Sexual	0	0	0	0	0	0	1	17	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	17	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	0	0	3	50	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	1	17	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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	50	0	0	0	0	1	17	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2022Thru12-31						
	2017	2018	2019	2020	2021							
Total complaints from previous Fiscal Years	340	410	388	333	214	247						
Total Complainants	300	350	344	302	198	227						

Number complaints pending						
Investigation	11	28	30	5	7	62
ROI issued, pending Complainant's action	9	12	10	5	1	5
Hearing	248	244	219	173	121	130
Final Agency Action	31	84	117	141	82	49
Appeal with EEOC Office of Federal Operations	97	105	141	165	208	228
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	34	55	76	19	21	20