



# Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2022, Quarter 4

Office of Diversity and Civil Rights

30 September 2022



U.S. Immigration  
and Customs  
Enforcement

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

## ICE (and below)

For 4th Quarter 2022 for period ending September 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	227	201	145	184	137	260
Number of Complainants	207	193	143	176	130	243
Repeat Filers	13	7	2	8	6	15
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	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	68
Color	49	32	20	32	22	27
Religion	15	13	4	7	5	49
Reprisal	127	124	67	97	75	96
Sex	88	79	56	70	58	89
PDA	0	6	2	2	2	1
National Origin	64	54	21	36	43	46
Equal Pay Act	5	2	1	0	2	1

Age	98	61	51	59	45	71
Disability	58	44	38	57	38	103
Genetics	0	1	0	0	1	10
Non-EEO	15	15	12	7	13	16
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Appointment/Hire	18	10	19	17	9	20
Assignment of Duties	38	36	10	25	15	0
Awards	5	1	0	3	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	2	2	1
Reprimand	13	8	4	7	7	0
Suspension	8	9	4	4	5	6
Removal	5	4	2	1	2	4
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	3	0	0	0	0	13
Other 2	0	0	0	0	0	0
Duty Hours	3	6	2	0	3	0
Perf. Eval./ Appraisal	34	32	28	23	12	15
Examination/Test	0	1	0	1	2	4
<b>Harassment</b>						
Non-Sexual	105	85	58	76	53	85
Sexual	13	8	5	9	5	10
Medical Examination	4	2	7	5	0	44
Pay including overtime	18	5	3	10	3	5
Promotion/Non-Selection	77	51	28	28	22	21

<b>Reassignment</b>						
Denied	21	9	6	4	1	2
Directed	29	20	5	11	2	6
Reasonable Accommodation Disability	18	18	13	15	6	15
Reinstatement	0	1	1	1	0	0
Religious Accommodation	1	0	0	0	0	6
Retirement	0	1	2	2	3	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	5	2	4	4	3
Termination	8	12	8	15	14	11
Terms/Conditions of Employment	50	57	13	15	8	0
Time and Attendance	34	18	3	18	7	5
Training	15	7	6	4	1	6
Other Terms/Conditions of Employment	0	0	0	0	0	81
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	2	0	0	0	0	0
User Defined - Other 3	1	0	0	0	0	0
User Defined - Other 4	1	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru09-30</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	281.87	363.83	439.84	345.50	276.68	343.85
Average number of days in final action	195.93	124.31	206.53	182.44	288.06	201.68
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	254.35	372.12	455.71	340.14	285.75	367.97
Average number of days in final action	89.62	64.96	76.32	114.74	137.49	133.35



Reprisal	0	0	1	100	0	0	5	63	1	100	1	100
Sex	2	100	0	0	0	0	5	63	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	25	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	4	50	0	0	0	0
Disability	1	50	1	100	0	0	2	25	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	1	100
Non-EEO	0	0	0	0	0	0	1	13	0	0	0	0

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<b>Findings After Hearing</b>	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

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<b>Findings Without Hearing</b>	2		0		0		6		1		1	
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	1	100
Sex	2	100	0	0	0	0	4	67	1	100	0	0

