

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

## ICE (and below)

For 2nd Quarter 2018 for period ending March 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru03-31
	2013	2014	2015	2016	2017	
Number of Complaints Filed	153	185	178	213	227	96
Number of Complainants	153	182	173	199	207	94
Repeat Filers	0	2	4	10	13	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru03-31
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	57	70	70	84	96	33
Color	17	23	17	29	49	12
Religion	8	10	10	12	15	5
Reprisal	67	90	88	128	127	62
Sex	62	91	61	90	88	42
PDA	1	4	7	3	0	4

National Origin	33	36	36	54	64	23
Equal Pay Act	0	5	2	0	5	1
Age	66	79	60	98	98	30
Disability	25	37	33	43	58	22
Genetics	1	1	0	0	0	0
Non-EEO	10	13	8	19	15	7
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	10	4	6	8	18	4
Assignment of Duties	18	33	29	38	38	27
Awards	3	1	3	4	5	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	4	6	13	5
Suspension	6	4	3	10	8	5
Removal	2	3	0	0	5	4
Duty Hours	1	1	2	4	3	5
Perf. Eval./ Appraisal	12	19	21	22	34	23
Examination/Test	1	2	2	2	0	1
<b>Harassment</b>						
Non-Sexual	52	97	81	87	105	42
Sexual	6	6	5	10	13	5

Medical Examination	1	0	1	1	4	2
Pay including overtime	3	9	19	11	18	5
Promotion/Non-Selection	72	31	45	94	77	25
<b>Reassignment</b>						
Denied	5	9	3	8	21	3
Directed	6	18	1	15	29	9
Reasonable Accommodation Disability	2	4	10	12	18	13
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	0	0	1	1	0
Retirement	0	0	3	3	0	0
Sex-Stereotyping	0	0	0	1	0	0
Telework	0	0	0	5	4	3
Termination	5	10	8	6	8	5
Terms/Conditions of Employment	6	18	14	36	50	31
Time and Attendance	11	9	14	20	34	12
Training	10	4	11	15	15	4
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru03-31</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Complaints pending during fiscal year						
Average number of days in investigation	411.12	448.95	301.06	285.73	281.87	325.38
Average number of days in final action	143.12	117.20	150.06	147.72	195.93	91.32
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	413.20	455.30	308.50	293.17	254.35	336.61						
Average number of days in final action	54.91	37.96	69.09	98.45	89.62	84.76						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	408.43	436.71	287.87	278.81	328.29	314.82						
Average number of days in final action	217.77	173.80	216.49	196.76	340.74	149.33						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru03-31</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total Complaints Dismissed by Agency	5	5	8	12	19						9	
Average days pending prior to dismissal	323	790	275	403	206						161	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	17	24	15	16	17						7	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru03-31</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</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		0		6		3		2		0	
Without Hearing	0	0	0	0	0	0	2	67	2	100	0	0
With Hearing	0	0	0	0	6	100	1	33	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	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	100	0	0	0	0
<b>Findings Without Hearing</b>	0		4		0		1		2		0	
Race	0	0	3	75	0	0	0	0	0	0	0	0
Color	0	0	1	25	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	2	50	0	0	0	0	0	0	0	0
Sex	0	0	2	50	0	0	1	100	2	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	25	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	2	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	25	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>2018Thru03- 31</b>	
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</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>	0		4		7		2		2		0	
Appointment/Hire	0	0	0	0	0	0	1	50	0	0	0	0









Suspension	0	0	1	25	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	0	0	1	50	0	0
Harassment												
Non-Sexual	0	0	3	75	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	0	0	2	50	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	25	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	0	0	1	25	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	50	0	0	0	0	1	50	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	1	100	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>2018Thru03-31</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Total complaints from previous Fiscal Years	202	233	265	277	340	484
Total Complainants	198	232	252	259	300	405
<b>Number complaints pending</b>						
Investigation	50	27	7	2	11	102
ROI issued, pending Complainant's action	9	1	1	0	9	4
Hearing	116	166	201	218	248	276
Final Agency Action	25	30	44	35	31	74
Appeal with EEOC Office of Federal Operations	71	93	49	91	97	96
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru03-31</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	95	55	35	20	34	67