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

ICE (and below)

				Cor	npa	rative	Data	
Complaint Activity		Previo	us Fis	cal Y	Year	. Data		2010Th
	201	4 201	15 20)16	20	17 2	018	2019Thru12-31
Number of Complaints Filed	185	5 17	8 2	13	22	27 2	201	201
Number of Complainants	182	2 17	3 1	99	20)7 1	.93	193
Repeat Filers	2	4	1	0	1	3	7	7
				(Com	parati	ve Da	ıta
Complaints by Basis		Pr	evious	Fis	cal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sur the bases may not equal total complaints filed.	m of	2014	2015	20)16	2017	201	2019Thru12- 8 31
Race		70	70	8	34	96	81	81
Color		23	17	2	29	49	32	32
Religion		10	10	1	2	15	13	13
Reprisal		90	88	1	28	127	124	124
Sex		91	61	9	90	88	79	79
PDA		4	7		3	0	6	6

For 1st Quarter 2019 for period ending December 31, 2018

National Origin	36	36	54	<u>6</u> 4	54	54
Equal Pay Act	5	2	0	5	2	2
Age	79	60	98	98	61	61
Disability	37	33	43	58	44	44
Genetics	1	0	0	0	1	1
Non-EEO	13	8	19	15	15	15

	I					
Complaints by Issue			Com	parativ	ve Data	
Complaints by Issue	Pro	evious 1				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru12- 31
Appointment/Hire	4	6	8	18	10	10
Assignment of Duties	33	29	38	38	36	36
Awards	1	3	4	5	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	4	4	6	13	8	8
Suspension	4	3	10	8	9	9
Removal	3	0	0	5	4	4
Duty Hours	1	2	4	3	6	6
Perf. Eval./ Appraisal	19	21	22	34	32	32
Examination/Test	2	2	2	0	1	1
Harassment						
Non-Sexual	97	81	87	105	85	85
Sexual	6	5	10	13	8	8

Pay including overtime91911185Promotion/Non-Selection314594775151ReassignmentDenied9382199Directed9382191Reasonable Accommodation91012181818Reinstatement000011Religious Accommodation001101Retirement033011Sex-Stereotyping001001Telework0010011Termination10868121Time and Attendance9142034181Training411157Other								
Promotion/Non-Selection 31 45 94 77 51 Reassignment 9 3 8 21 9 Denied 9 3 8 21 9 20 Reassignment 9 3 8 21 9 20 Denied 9 3 8 21 9 20 Reassignment 9 3 8 21 9 20 Reasonable Accommodation Disability 18 10 12 18 18 18 Reinstatement 0 0 0 1 1 0 1 Retirement 0 3 3 0 1 1 0 1 Sex-Stereotyping 0 0 5 4 5 5 Termination 18 14 36 50 57 5 Terms/Conditions of Emplyment 18 14 36 50 57 5 <td>2</td> <td>2</td> <td>4</td> <td>1</td> <td>1</td> <td>0</td> <td></td> <td>Medical Examination</td>	2	2	4	1	1	0		Medical Examination
Reassignment 9 3 8 21 9 Directed 9 3 8 21 9 1 Directed 18 1 5 29 20 1 Reasonable Accommodation Disability 18 10 12 18 18 1 10 1 10 1 10 1 10 1 10 1 10 1 10 1 10 1	5	5	18	11	19	9		Pay including overtime
Denied 9 3 8 21 9 Directed 18 1 15 29 20 Reasonable Accommodation Disability 4 10 12 18 18 18 Reinstatement 0 0 0 0 11 1 0 Religious Accommodation 0 0 0 1 1 0 1 Retirement 0 0 1 1 0 1 1 0 1 Retirement 0 3 3 0 1 1 0 1 Sex-Stereotyping 0 0 1 0 0 1	51	51	77	94	45	31		Promotion/Non-Selection
Directed 18 1 I_{0} 29 20 Reasonable Accommodation Disability 4 10 12 18 18 1 Reinstatement 0 0 0 0 1 1 0 1 Religious Accommodation 0 0 0 1 1 0 1 Retirement 0 0 1 1 0 1 1 0 1 Sex-Stereotyping 0 0 1 0 0 1 0 1 1 0 1								Reassignment
Reasonable Accommodation Disability410121818Reinstatement00011Religious Accommodation00110Retirement03301Retirement03301Sex-Stereotyping00100Telework00545Termination1086812Terms/Conditions of Emplyment1814365057Time and Attendance914203418Training411151572OtherFrocessing TimeComplaints pending during fixal yearAverage number of448 95301 06285 73281 87363 83	9	9	21	8	3	9		Denied
Disability 4 10 12 18 18 18 Reinstatement 0 0 0 0 1 1 0 Religious Accommodation 0 0 1 1 0 1 Retirement 0 3 3 0 1 0 Retirement 0 0 1 1 0 1 Sex-Stereotyping 0 0 1 0 0 1 Sex-Stereotyping 0 0 1 0 0 1 Telework 0 0 5 4 5 15 Termination 10 8 6 8 12 15 Terms/Conditions of Emplyment 18 14 36 50 57 15 Training 4 11 15 15 7 15 Other 101 2016 2016 2017 2018 Processing Time Evervious Fiscult secture Quital 2015 2016 2017 2018	20	20	29	15	1	18		Directed
Religious Accommodation 0 0 1 1 0 Retirement 0 3 3 0 1 0 Sex-Stereotyping 0 0 1 0 0 1 0 0 Sex-Stereotyping 0 0 0 1 0 0 1 0 0 Telework 0 0 0 5 4 5 5 Termination 10 8 6 8 12 1 Terms/Conditions of Emplyment 18 14 36 50 57 1 Training 9 14 20 34 18 1	18	18	18	12	10	4	n	
Retirement 0 3 3 0 1 Sex-Stereotyping 0 0 1 0 0 Telework 0 0 5 4 5 Termination 10 8 6 8 12 Terms/Conditions of Emplyment 18 14 36 50 57 Time and Attendance 9 14 20 34 18 Training 4 11 15 15 7 Other Everious Fiscal year Complaints pending during fiscal year Average number of 448 95 301 06 285 73 281 87 363 83	1	1	0	0	0	0		Reinstatement
Image: Normal state in the state in	0	0	1	1	0	0		Religious Accommodation
Telework 0 0 5 4 5 Termination 10 8 6 8 12 12 Terms/Conditions of Emplyment 18 14 36 50 57 57 Time and Attendance 9 14 20 34 18 18 Training 4 11 15 15 7 7 Other Processing Time Contraction fixed year Q016 2016 2017 2018 Complaints pending during fixed year Average number of 448 95 301 06 285 73 281 87 363 83	1	1	0	3	3	0		Retirement
Termination IO 8 6 8 12 Terms/Conditions of Empl>ment 18 14 36 50 57 7 Time and Attendance 9 14 2 34 18 18 Training 4 11 15 15 7 7 Other Every subscription Processing Time 2016 2017 2018 Complaints pending during fiscal yets Average number of 418 301.06 285.73 281.87 363.83	0	0	0	1	0	0		Sex-Stereotyping
Terms/Conditions of Emplyment 18 14 36 50 57 Time and Attendance 9 14 20 34 18 18 Training 4 11 15 15 7 0 Other Processing Time Every strict strict strict Complaints pending during fiscal yet Average number of 448 285 285 363 83	5	5	4	5	0	0		Telework
Time and Attendance 9 14 20 34 18 Training 4 11 15 15 7 0 Other Processing Time $V = V = V = V = V = V = V = V = V = V =$	12	12	8	6	8	10		Termination
Training 4 11 15 15 7 Other Company of the series of the se	57	57	50	36	14	18	yment	Terms/Conditions of Emplo
Other Comparative Data Processing Time 2014 2014 2016 2017 Complaints pending during fiscal year Average number of 448 95 301 06 285 73 281 87	18	18	34	20	14	9		Time and Attendance
Comparative Data Processing Time Compressing Time 200 2014 2015 2016 2017 2018 Complaints pending during fiscal year Average number of 448.95 301.06 285.73 281.87 363.83	7	7	15	15	11	4		Training
Processing Time Previous Fiscal Year Data 20 2014 2015 2016 2017 2018 Complaints pending during fiscal year Average number of 448.95 301.06 285.73 281.87 363.83								Other
2014 2015 2016 2017 2018 Complaints pending during fiscal year Average number of 448.95 301.06 285.73 281.87 363.83		ta	ive Da	parat	Com			
2014 2015 2016 2017 2018 Complaints pending during fiscal year Average number of 448.95 301.06 285.73 281.87 363.83	019Thru12-		Data	ear]	Fiscal	Previous	I	Processing Time
Average number of 148 95 301 06 285 73 281 87 363 83	31	2018	17	20	2016	2015	2014	
			Complaints pending during					
	363.83	63.83	.87 3	281	285.73	301.06	448.95	
Average number of days in final action 117.20 150.06 147.72 195.93 124.31	124.31	24.31	.93 1	195	147.72	150.06	117.20	
Complaint pending during fiscal year where hearing was requested		1	queste	as re	earing v	where h	iscal year	Complaint pending during f

			_												
Average number of days in investigation	L	455.30	3(08.50) 2	293	.17	25	4.35	37	2.12	31	72.12		
Average number of days in final action		37.96	6	9.09		98.	45	8	9.62	64	.96	6	4.96		
Complaint pending durin	ng f	iscal yea	r w	here	hea	arin	ıg w	as r	not req	ues	ted				
Average number of days in investigation	L	436.71	28	87.87	7 2	278	.81	32	8.29	34	8.90	34	48.90		
Average number of days in final action		173.80 216.49 196.76 340.74 348.77										348.77			
							С	om	parat	ive	Data				
Complaints Dismiss Agency	sed	by		Pre	viou	us]	Fisc	al Y	ear D)ata	ı	2019	Thru12-		
rigency		2014 2015 2016 2017 2018											31		
Total Complaints Dismis Agency	ssec	sed by 5 8 12 19 21										21			
Average days pending pr dismissal	rior	to	7	90	27	5	40	3	206	2	95	2	295		
Ca	omj	plaints V	Vit	hdra	wn	by	Co	mp	lainar	nts					
Total Complaints Withda Complainants	raw	n by	2	.4	15	5	16	5	17		14		14		
					(Coi	mpa	rat	ive Da	ata					
Total Final Agency		Р	rev	ious	Fis	sca	l Ye	ar l	Data			2019	Thru12-		
Actions Finding Discrimination		2014	2	015		201	16	2	017	2	018		31		
	#	%	#	%	#	£	%	#	%	#	%	#	%		
Total Number Findings	0		6		3			2		1		1			
Without Hearing	0	0	0	0	2		67	2	100	0	0	0	0		
With Hearing	0	0	6	100	1		33	0	0	1	100	1	100		
Findings of						C	omj	oar	ative]	Dat	a				
Discrimination Rendered by Basis			Pr	evio	us F	Fisc	al Y	ea	r Data	ı					

Note: Complaints can be filed alleging multiple	20	014	2	015	2	016	2	017	2	018	2019	Thru12- 31
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	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	1	50	0	0	1	100	1	100
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	1	100
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
							1		1 .			
Findings After Hearing	0		0		1		0		1		1	
Race	0	0	0	0	0	0	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	0	0	1	100	0	0	1	100	1	100
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

Assignment of Duties	0	0	1	14	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	1	50	0	0	0	0	0	0
Total Number Findings	4		7		2		2		1		1	
	#	%	#	%	#	%	#	%	#	%	#	%
Discrimination Rendered by Issue	2	014	_	2015	_	2016	_	017		018	2019	Thru12- 31
Findings of			Pro	eviou	s Fi	Comj scal Y				a	2010	
Non-EEO	1	25	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	0	0
Age	2	50	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
National Origin	1	25	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	2	50	0	0	1	100	2	100	0	0	0	0
Reprisal	2	50	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	1	25	0	0	0	0	0	0	0	0	0	0
Race	3	75	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		0		1		2		0		0	
Noll-EEO	0	U	0	U	1	100	0	U	0	0	U	0
Genetics Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	100	1	100
Age	_								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	1	100
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	0	0
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	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment				-								
Non-Sexual	0	0	5	83	1	100	0	0	0	0	0	0
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	1	1	1	1				1	1			1
Non-Sexual	3	75	0	0	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	2	50	1	100	0	0	0	0	0	0	0	0
Reassignment	1	1	1	1				1				
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	25	0	0	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	1	25	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	2	50	0	0	0	0	1	50	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	1	100	0	0	0	0	0	0	0	0
Other - User Define												

			Com	parativ	ve Data	l
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious	Fiscal Y	Year D	ata	2019Thru12-
	2014	2015	2016	2017	2018	31
Total complaints from previous Fiscal Years	233	265	277	340	410	410
Total Complainants	232	252	259	300	350	350
Number complaints pending						
Investigation	27	7	2	11	28	28
ROI issued, pending Complainant's action	1	1	0	9	12	12
Hearing	166	201	218	248	244	244
Final Agency Action	30	44	35	31	84	84
Appeal with EEOC Office of Federal Operations	93	49	91	97	105	105
			Com	parativ	ve Data	l
Complaint Investigations	Pro	evious	Fiscal Y	Year D	ata	2019Thru12-
	2014	2015	2016	2017	2018	31
Pending Complaints Where Investigations Exceed Required Time Frames	55	35	20	34	55	55