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

ICE (and below)

				Compa	rative	Data	
Complaint Activity]	Previou	ıs Fisca	al Year	: Data		2 010 T L0 C 2 0
	2014	201	5 201	6 20	17 2	018	2019Thru06-30
Number of Complaints Filed	185	178	8 21	3 22	27 2	.01	124
Number of Complainants	182	173	19	9 20)7 1	93	123
Repeat Filers	2	4	10) 1	3	7	1
Compleints her Desire				Con	iparati	ve Dat	a
Complaints by Basis		Pre	evious	Fiscal	Year I	Data	
Note: Complaints can be filed alleging multiple bases.The sun the bases may not equal total complaints filed.	n of	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

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

			Com	parativ	ve Data	L					
Non-EEO	13	8	19	15	15	11					
Genetics	1	1 0 0 0 1 0									
Disability	37	33	43	58	44	32					
Age	79	60	98	98	61	47					
Equal Pay Act	5	2	0	5	2	0					

Complaints by Issue			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal Y	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
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	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
Medical Examination	0	1	1	4	2	6

Pay including overtime		9	19	1	1	18	5	1		
Promotion/Non-Selection		31	45	9	4	77	51	25		
Reassignment										
Denied		9	3	8	3	21	9	5		
Directed		18	1	1	5	29	20	5		
Reasonable Accommodation Disability	1	4	10	1	2	18	18	8		
Reinstatement		0	0	C)	0	1	1		
Religious Accommodation		0	0	0 1		1	0	0		
Retirement		0	3	3	;	0	1	2		
Sex-Stereotyping		0	0	1	l	0	0	0		
Telework		0	0	5	;	4	5	2		
Termination		10	8	6	6 8		12	7		
Terms/Conditions of Employ	yment	18	14	3	6	50	57	12		
Time and Attendance		9	14	2	0	34	18	3		
Training		4	11	1	5	15	7	6		
Other										
			Co	mp	arativ	e D	ata			
Processing Time		Previous	Fisca	l Ye	ear Da	ıta		2019Thru06-		
	2014	2015	2010	6	2017	,	2018	30		
Complaints pending during	fiscal yea	r	-	-						
Average number of days in investigation	448.95	301.06	285.7	73	281.8	7	363.83	456.05		
Average number of days in final action	117.20	150.06	147.7	72	195.9	3	124.31	227.88		
Complaint pending during fi	scal year	where h	earing	was	s reque	este	d			
Average number of days in investigation	455.30 308.50 293.17 254.35 372.12 477.27									

Average number of days in final action	37.	.96	69	9.09	98	8.45	8	9.62	6	4.96	7	74.59	
Complaint pending during fi	scal	year	wh	ere h	earii	ıg w	as n	ot req	ues	ted			
Average number of days in investigation	436	5.71	28	7.87	27	8.81	32	28.29	34	8.90	4	38.95	
Average number of days in final action	173	.80	21	6.49	19	6.76	34	40.74	34	8.77	4	43.23	
						(Con	ipara	tive	Data			
Complaints Dismissed by A	lgen	icy		Prev	ious	Fise	cal Y	Year I	Dat	a	2019	Thru06-	
			201	14	2015	20	16	2017	2	018		30	
Total Complaints Dismissed Agency	by		5		8	1	2	19		21		13	
Average days pending prior dismissal	to		79	0	275	4	03	206		295	290		
Comp	lain	ts V	Vith	drav	vn b	y Co	mp	lainar	ıts				
Total Complaints Withdrawr Complainants	ı by		24	1	15	1	6	17		14		16	
r 						Con	ipai	rative	Da	ta			
Total Final Agency			Pre	eviou	s Fis	scal	Yea	r Dat	a		2019	Thru06-	
Actions Finding Discrimination	20)14	2	015	20)16	2	017	2	018	1	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	33	0	0	1	100	0	0	

Findings of Discrimination						Com	par	ative	Da	ta		
Rendered by Basis			Pre	eviou	ıs F	iscal \	Yea	r Dat	a		2019	Thru06
Note: Complaints can be	20	014	20	015	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	tive	Da	ta		
Findings of			Pre	evious	Fis	scal Y	ear	Dat	a		2019	Thru06-
Discrimination Rendered by Issue	20	014	2	015	2	016	20)17	2	018		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		-	-	-	-	-	-		-			-
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

Reprimand00<	1												
ANN	Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours00	Suspension	1	25	0	0	0	0	0	0	0	0	0	0
Perf. Eval / Appraisal00 <th< td=""><td>Removal</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Removal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test0000001500000HarassmentNon-Sexual375000<	Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
HarassmentAll assessment37500 <t< td=""><td>Perf. Eval./ Appraisal</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></t<>	Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual375000	Examination/Test	0	0	0	0	0	0	1	50	0	0	0	0
Sexual00 <td>Harassment</td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td>-</td> <td></td> <td>-</td> <td></td> <td>·</td> <td></td> <td>-</td>	Harassment			-			-		-		·		-
Medical Examination000<	Non-Sexual	3	75	0	0	0	0	0	0	0	0	0	0
Image: Constraint of the straint of	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection25011000000000000000Reassignment00 <td>Medical Examination</td> <td>0</td>	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
ReassignmentIII <th< td=""><td>Pay including overtime</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Denied 0	Promotion/Non-Selection	2	50	1	100	0	0	0	0	0	0	0	0
Image: DirectedImage: Direct	Reassignment												
Accommodation Disability 1 <	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Accommodation Disability 0 </td <td>Directed</td> <td>1</td> <td>25</td> <td>0</td>	Directed	1	25	0	0	0	0	0	0	0	0	0	0
Religious Accommodation 0 <td></td> <td>0</td>		0	0	0	0	0	0	0	0	0	0	0	0
Retirement 0	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Image: Sex-Stereotyping </td <td>Religious Accommodation</td> <td>0</td>	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework 0<	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination 1 25 0 <t< td=""><td>Sex-Stereotyping</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></t<>	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment25000001500000Time and Attendance0011000000000000	Telework	0	0	0	0	0	0	0	0	0	0	0	0
Employment 2 50 0 0 0 1 50 0 0 0 0 Time and Attendance 0 0 1 100 0	Termination	1	25	0	0	0	0	0	0	0	0	0	0
		2	50	0	0	0	0	1	50	0	0	0	0
Training 0 0 1 100 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

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						1		
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 1	2019Thru06-				
	2014	2015	2016	2017	2018	30	
Pending Complaints Where Investigations Exceed Required Time Frames	55	35	20	34	55	83	