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

ICE (and below)

	Comparative Data											
Complaint Activity	Pr	revious	2019Thru09-30									
	2014	2015	2016	2017	2018	20191111009-50						
Number of Complaints Filed	185	178	213	227	201	145						
Number of Complainants	182	173	199	207	193	143						
Repeat Filers	2	4	10	13	7	2						

For 4th Quarter 2019 for period ending September 30, 2019

Complaints by Posis			Com	parativ	ve Data	l
Complaints by Basis	Pro	evious	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	2019Thru09- 30
Race	70	70	84	96	81	55
Color	23	17	29	49	32	20
Religion	10	10	12	15	13	4
Reprisal	90	88	128	127	124	67
Sex	91	61	90	88	79	56
PDA	4	7	3	0	6	2

Compleints her Dovis			Com	parati	ve Data	L
Complaints by Basis	Pro	evious 1	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	2019Thru09- 30
National Origin	36	36	54	64	54	21
Equal Pay Act	5	2	0	5	2	1
Age	79	60	98	98	61	51
Disability	37	33	43	58	44	38
Genetics	1	0	0	0	1	0
Non-EEO	13	8	19	15	15	12

Compleints by Long			Com	parativ	ve Data	L
Complaints by Issue	Pro	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	2019Thru09- 30
Appointment/Hire	4	6	8	18	10	19
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	4
Removal	3	0	0	5	4	2
Duty Hours	1	2	4	3	6	2

			Com	parativ	ve Data	L
Complaints by Issue	Pro	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	2019Thru09- 30
Perf. Eval./ Appraisal	19	21	22	34	32	28
Examination/Test	2	2	2	0	1	0
Harassment						
Non-Sexual	97	81	87	105	85	58
Sexual	6	5	10	13	8	5
Medical Examination	0	1	1	4	2	7
Pay including overtime	9	19	11	18	5	3
Promotion/Non-Selection	31	45	94	77	51	28
Reassignment						
Denied	9	3	8	21	9	6
Directed	18	1	15	29	20	5
Reasonable Accommodation Disability	4	10	12	18	18	13
Reinstatement	0	0	0	0	1	1
Religious Accommodation	0	0	1	1	0	0
Retirement	0	3	3	0	1	2
Sex-Stereotyping	0	0	1	0	0	0
Telework	0	0	5	4	5	2
Termination	10	8	6	8	12	8
Terms/Conditions of Employment	18	14	36	50	57	13
Time and Attendance	9	14	20	34	18	3
Training	4	11	15	15	7	6

Complaints by Issue			Com	parati	ve Data	l
		evious				
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30
Other		-	-		-	

	Comparative Data												
Processing Time		Previous	Fiscal Y	ear Data	l	2019Thru09-							
	2014	2015	2016	2017	2018	30							
Complaints pending during f	ïscal yea												
Average number of days in investigation	448.95	301.06	285.73	281.87	363.83	439.84							
Average number of days in final action	117.20	150.06	147.72	195.93	124.31	206.53							
Complaint pending during fi	scal year	where he	aring was	s requeste	ed								
Average number of days in investigation	455.30	308.50	293.17	254.35	372.12	455.71							
Average number of days in final action	37.96	69.09	98.45	89.62	64.96	76.32							
Complaint pending during fi	scal year	where he	aring was	s not requ	lested								
Average number of days in investigation	436.71	287.87	278.81	328.29	348.90	432.91							
Average number of days in final action	173.80	216.49	196.76	340.74	348.77	418.49							

			Con	nparati	ve Data	a
Complaints Dismissed by Agency	Pro	evious	ata	2019Thru09-		
	2014	2015	2016	2017	2018	30
Total Complaints Dismissed by Agency	5	8	12	19	21	15
Average days pending prior to dismissal	790	275	403	206	295	281
Complaints V	Vithdra	wn by	Comp	lainant	s	
Total Complaints Withdrawn by Complainants	24	15	16	17	14	18

		Comparative Data											
Total Final Agency			Pre		2019Thru09-								
Actions Finding Discrimination	20	014	2	015	2016		2	017	2	018		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		Comparative Data											
Rendered by Basis		Previous Fiscal Year Data									2019Thru09-		
Note: Complaints can be	2014		2015		2016		2017		2018		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	

Findings of Discrimination						Com	par	ative	Da	ta		
Rendered by Basis			Pre	eviou	ıs F	iscal Y	Yea	r Dat	a		2019	Thru09-
Note: Complaints can be	20	014	2015		2016		2017		2018		30	
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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

Findings of Discrimination						Com	par	ative	Dat	ta		
Rendered by Basis			Pre	eviou	ıs F	iscal	Yea	r Dat	a		2019	Thru09-
Note: Complaints can be	20	014	2015		2016		2017		2018		30	
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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

	Comparative Data											
Findings of Discrimination			Pre	evious	5 Fis	scal Y	ear	Dat	a		2019Thru09-	
Rendered by Issue	2014		2015		2	2016		2017		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

		Comparative Data													
Findings of Discrimination			Pre	evious	5 Fis	scal Y	ear	Dat	a		2019Thru09-				
Rendered by Issue	2014		2015		2016		2017		2018		30				
	#	%	#	%	#	%	#	%	#	%	#	%			
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			

	Comparative Data												
Findings of Discrimination			Pre		2019Thru09-								
Rendered by Issue	2014		2015		2016		2017		2018		30		
	#	%	#	%	#	%	#	%	#	%	#	%	
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		1				1	1	1	1			1	
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	

		Comparative Data											
Findings of Discrimination			Pre		2019Thru09-								
Rendered by Issue	2014		2015		2016		2017		2018		30		
	#	%	#	%	#	%	#	%	#	%	#	%	
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					-	-					-		
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	

	Comparative Data												
Findings of Discrimination			Pre	2019Thru09-									
Rendered by Issue	2014		2	2015		2016		2017		018	30		
	#	%	#	%	#	%	#	%	#	%	#	%	
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	-	<u>.</u>		-				<u>.</u>		-			
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	

	Comparative Data										
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious	2019Thru09-								
	2014	2015	2016	2017	2018	30					
Total complaints from previous Fiscal Years	233	265	277	340	410	388					
Total Complainants	232	252	259	300	350	344					
Number complaints pending						•					
Investigation	27	7	2	11	28	30					
ROI issued, pending Complainant's action	1	1	0	9	12	10					
Hearing	166	201	218	248	244	219					
Final Agency Action	30	44	35	31	84	117					
Appeal with EEOC Office of Federal Operations	93	49	91	97	105	141					

	Comparative Data									
Complaint Investigations	Pro	evious	2019Thru09-							
	2014	2015	2016	2017	2018	30				
Pending Complaints Where Investigations Exceed Required Time Frames	55	35	20	34	55	76				