

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

## ICE (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
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

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
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

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
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
<b>Disciplinary Action</b>						
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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Perf. Eval./ Appraisal	19	21	22	34	32	28
Examination/Test	2	2	2	0	1	0
<b>Harassment</b>						
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
<b>Reassignment</b>						
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	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
<b>Other</b>						

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
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 fiscal year where hearing was requested						
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 fiscal year where hearing was not requested						
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



Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2019 Thru 09-30		
	2014		2015		2016		2017		2018				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%	
	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
	<b>Findings After Hearing</b>	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	







<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru09-30</b>	
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</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>
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
<b>Other - User Define</b>												
<b>Findings After Hearing</b>	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
<b>Disciplinary Action</b>												
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





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

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Total complaints from previous Fiscal Years	233	265	277	340	410	388
Total Complainants	232	252	259	300	350	344
<b>Number complaints pending</b>						
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

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	55	35	20	34	55	76