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

**U.S. Immigration and Customs Enforcement**

For 1st Quarter 2020 for period ending December 31, 2019

<table>
<thead>
<tr>
<th>Complaint Activity</th>
<th>Comparative Data</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
</tr>
<tr>
<td></td>
<td>2015</td>
</tr>
<tr>
<td>Number of Complaints Filed</td>
<td>178</td>
</tr>
<tr>
<td>Number of Complainants</td>
<td>173</td>
</tr>
<tr>
<td>Repeat Filers</td>
<td>4</td>
</tr>
<tr>
<td>Complaints by Basis</td>
<td>Comparative Data</td>
</tr>
<tr>
<td>---------------------</td>
<td>------------------</td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
</tr>
<tr>
<td></td>
<td>2015</td>
</tr>
<tr>
<td>Race</td>
<td>70</td>
</tr>
<tr>
<td>Color</td>
<td>17</td>
</tr>
<tr>
<td>Religion</td>
<td>10</td>
</tr>
<tr>
<td>Reprisal</td>
<td>88</td>
</tr>
<tr>
<td>Sex</td>
<td>61</td>
</tr>
<tr>
<td>PDA</td>
<td>7</td>
</tr>
<tr>
<td>National Origin</td>
<td>36</td>
</tr>
<tr>
<td>Equal Pay Act</td>
<td>2</td>
</tr>
<tr>
<td>Age</td>
<td>60</td>
</tr>
<tr>
<td>Disability</td>
<td>33</td>
</tr>
<tr>
<td>Genetics</td>
<td>0</td>
</tr>
<tr>
<td>Non-EEO</td>
<td>8</td>
</tr>
</tbody>
</table>

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.
<table>
<thead>
<tr>
<th>Complaints by Issue</th>
<th>Comparative Data</th>
<th>2020 Thru 12-31</th>
</tr>
</thead>
<tbody>
<tr>
<td>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</td>
<td>Previous Fiscal Year Data</td>
<td></td>
</tr>
<tr>
<td>Appointment/Hire</td>
<td>2015</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td>Assignment of Duties</td>
<td>29</td>
<td>38</td>
</tr>
<tr>
<td>Awards</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Conversion to Full Time/Perm Status</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Disciplinary Action</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Demotion</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reprimand</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>Suspension</td>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td>Removal</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Duty Hours</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Perf. Eval./ Appraisal</td>
<td>21</td>
<td>22</td>
</tr>
<tr>
<td>Examination/Test</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Harassment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Sexual</td>
<td>81</td>
<td>87</td>
</tr>
<tr>
<td>Sexual</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>Medical Examination</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Pay including overtime</td>
<td>19</td>
<td>11</td>
</tr>
<tr>
<td>Promotion/Non-Selection</td>
<td>45</td>
<td>94</td>
</tr>
<tr>
<td>Reassignment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Denied</td>
<td>3</td>
<td>8</td>
</tr>
<tr>
<td>Directed</td>
<td>1</td>
<td>15</td>
</tr>
<tr>
<td>Reasonable Accommodation Disability</td>
<td>10</td>
<td>12</td>
</tr>
<tr>
<td>Reinstatement</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Religious Accommodation</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Retirement</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Sex-Stereotyping</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Telework</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Complaints by Issue</td>
<td>Comparative Data</td>
<td></td>
</tr>
<tr>
<td>-------------------------------------</td>
<td>------------------</td>
<td>-------------</td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2020 Thru 12-31</td>
</tr>
<tr>
<td>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</td>
<td>2015</td>
<td>2016</td>
</tr>
<tr>
<td>Termination</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>Terms/Conditions of Employment</td>
<td>14</td>
<td>36</td>
</tr>
<tr>
<td>Time and Attendance</td>
<td>14</td>
<td>20</td>
</tr>
<tr>
<td>Training</td>
<td>11</td>
<td>15</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Processing Time</td>
<td>Comparative Data</td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------------------</td>
<td>-----------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2020 Thru 12-31</td>
</tr>
<tr>
<td></td>
<td>2015</td>
<td>2016</td>
</tr>
<tr>
<td>Complaints pending during fiscal year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average number of days in investigation</td>
<td>301.06</td>
<td>285.73</td>
</tr>
<tr>
<td>Average number of days in final action</td>
<td>150.06</td>
<td>147.72</td>
</tr>
<tr>
<td>Complaint pending during fiscal year where hearing was requested</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average number of days in investigation</td>
<td>308.50</td>
<td>293.17</td>
</tr>
<tr>
<td>Average number of days in final action</td>
<td>69.09</td>
<td>98.45</td>
</tr>
<tr>
<td>Complaint pending during fiscal year where hearing was not requested</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average number of days in investigation</td>
<td>287.87</td>
<td>278.81</td>
</tr>
<tr>
<td>Average number of days in final action</td>
<td>216.49</td>
<td>196.76</td>
</tr>
<tr>
<td>Complaints Dismissed by Agency</td>
<td>Comparative Data</td>
<td>2020 Thru 12-31</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>--------------------------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2015  2016  2017  2018  2019</td>
</tr>
<tr>
<td>Total Complaints Dismissed by Agency</td>
<td>8  12  19  21  15</td>
<td>6</td>
</tr>
<tr>
<td>Average days pending prior to dismissal</td>
<td>275  403  206  295  281</td>
<td>447</td>
</tr>
<tr>
<td>Complaints Withdrawn by Complainants</td>
<td>Total Complaints Withdrawn by Complainants</td>
<td>15  16  17  14  18</td>
</tr>
<tr>
<td>Total Final Agency Actions Finding Discrimination</td>
<td>Comparative Data</td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>------------------</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2020 Thru 12-31</td>
</tr>
<tr>
<td></td>
<td>2015</td>
<td>2016</td>
</tr>
<tr>
<td>Total Number Findings</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>Without Hearing</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>With Hearing</td>
<td>6</td>
<td>100</td>
</tr>
</tbody>
</table>
## Findings of Discrimination Rendered by Basis

<table>
<thead>
<tr>
<th>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Color</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Religion</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reprisal</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>PDA</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>National Origin</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Equal Pay Act</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Age</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Disability</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Genetics</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-EEO</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>50</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Findings of Discrimination Rendered by Basis</th>
<th>Comparative Data</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Number Findings</strong></td>
<td>2015</td>
</tr>
<tr>
<td>Race</td>
<td>0</td>
</tr>
<tr>
<td>Color</td>
<td>0</td>
</tr>
<tr>
<td>Religion</td>
<td>0</td>
</tr>
<tr>
<td>Reprisal</td>
<td>0</td>
</tr>
<tr>
<td>Sex</td>
<td>0</td>
</tr>
<tr>
<td>PDA</td>
<td>0</td>
</tr>
<tr>
<td>National Origin</td>
<td>0</td>
</tr>
<tr>
<td>Equal Pay Act</td>
<td>0</td>
</tr>
<tr>
<td>Age</td>
<td>0</td>
</tr>
<tr>
<td>Disability</td>
<td>0</td>
</tr>
<tr>
<td>Genetics</td>
<td>0</td>
</tr>
<tr>
<td>Non-EEO</td>
<td>0</td>
</tr>
</tbody>
</table>
### Findings of Discrimination Rendered by Basis

<table>
<thead>
<tr>
<th>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020 Thru 12-31</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-EEO</td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Findings Without Hearing</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Race</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Color</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Religion</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reprisal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>2</td>
<td>100</td>
</tr>
<tr>
<td>PDA</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>National Origin</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Equal Pay Act</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Age</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Disability</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>50</td>
<td>0</td>
</tr>
<tr>
<td>Genetics</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-EEO</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Findings of Discrimination Rendered by Issue</td>
<td>Comparative Data</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2020 Thru 12-31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Total Number Findings</td>
<td>7</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Appointment/Hire</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>50</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Assignment of Duties</td>
<td>1</td>
<td>14</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Awards</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Conversion to Full Time/Perm Status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Disciplinary Action</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Demotion</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reprimand</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>50</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Suspension</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Removal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Duty Hours</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>50</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Perf. Eval./ Appraisal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Examination/Test</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>50</td>
<td>0</td>
</tr>
<tr>
<td>Harassment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Sexual</td>
<td>5</td>
<td>71</td>
<td>1</td>
<td>50</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sexual</td>
<td>1</td>
<td>14</td>
<td>1</td>
<td>50</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Medical Examination</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Pay including overtime</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Promotion/Non-Selection</td>
<td>1</td>
<td>14</td>
<td>1</td>
<td>50</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reassignment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Denied</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Directed</td>
<td>1</td>
<td>14</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reasonable Accommodation Disability</td>
<td>1</td>
<td>14</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reinstatement</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Religious Accommodation</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Retirement</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex-Stereotyping</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Findings of Discrimination Rendered by Issue</td>
<td>Comparative Data</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2020 Thru 12-31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2015</td>
<td>2016</td>
<td>2017</td>
<td>2018</td>
<td>2019</td>
<td>#</td>
</tr>
<tr>
<td>Telework</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Termination</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Terms/Conditions of Employment</td>
<td>3</td>
<td>43</td>
<td>1</td>
<td>50</td>
<td>1</td>
<td>50</td>
</tr>
<tr>
<td>Time and Attendance</td>
<td>1</td>
<td>14</td>
<td>1</td>
<td>50</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Training</td>
<td>1</td>
<td>14</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other - User Define</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Findings After Hearing</td>
<td>6</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Appointment/Hire</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Assignment of Duties</td>
<td>1</td>
<td>17</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Awards</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Conversion to Full Time/Perm Status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Disciplinary Action</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Demotion</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reprimand</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Suspension</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Removal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Duty Hours</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Perf. Eval./ Appraisal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Examination/Test</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Harassment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Sexual</td>
<td>5</td>
<td>83</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sexual</td>
<td>1</td>
<td>17</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Medical Examination</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Pay including overtime</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Promotion/Non-Selection</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reassignment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Denied</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Findings of Discrimination Rendered by Issue</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td></td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Directed</td>
<td>1</td>
<td>17</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reasonable Accommodation Disability</td>
<td>1</td>
<td>17</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reinstatement</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Religious Accommodation</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Retirement</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex-Stereotyping</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Telework</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Termination</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Terms/Conditions of Employment</td>
<td>3</td>
<td>50</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Time and Attendance</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Training</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other - User Define</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Findings Without Hearing</th>
<th>1</th>
<th>1</th>
<th>2</th>
<th>0</th>
<th>0</th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appointment/Hire</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Assignment of Duties</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Awards</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Conversion to Full Time/Perm Status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Disciplinary Action</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Demotion</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reprimand</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Suspension</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Removal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Duty Hours</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Perf. Eval./ Appraisal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Examination/Test</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>50</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Harassment</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Sexual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
## Findings of Discrimination Rendered by Issue

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Sexual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Medical Examination</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Pay including overtime</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Promotion/Non-Selection</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reassignment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Denied</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Directed</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reasonable Accommodation Disability</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reinstatement</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Religious Accommodation</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Retirement</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex-Stereotyping</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Telework</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Termination</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Terms/Conditions of Employment</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>50</td>
<td>0</td>
</tr>
<tr>
<td>Time and Attendance</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Training</td>
<td>1</td>
<td>100</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other - User Define</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pending Complaints Filed in Previous Fiscal Years by Status</td>
<td>Comparative Data</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------------------------</td>
<td>------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2020 Thru 12-31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2015</td>
<td>2016</td>
<td>2017</td>
<td>2018</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>Total complaints from previous Fiscal Years</td>
<td>265</td>
<td>277</td>
<td>340</td>
<td>410</td>
<td>388</td>
<td>465</td>
</tr>
<tr>
<td>Total Complainants</td>
<td>252</td>
<td>259</td>
<td>300</td>
<td>350</td>
<td>344</td>
<td>417</td>
</tr>
<tr>
<td><strong>Number complaints pending</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investigation</td>
<td>7</td>
<td>2</td>
<td>11</td>
<td>28</td>
<td>30</td>
<td>84</td>
</tr>
<tr>
<td>ROI issued, pending Complainant's action</td>
<td>1</td>
<td>0</td>
<td>9</td>
<td>12</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Hearing</td>
<td>201</td>
<td>218</td>
<td>248</td>
<td>244</td>
<td>219</td>
<td>218</td>
</tr>
<tr>
<td>Final Agency Action</td>
<td>44</td>
<td>35</td>
<td>31</td>
<td>84</td>
<td>117</td>
<td>139</td>
</tr>
<tr>
<td>Appeal with EEOC Office of Federal Operations</td>
<td>49</td>
<td>91</td>
<td>97</td>
<td>105</td>
<td>141</td>
<td>145</td>
</tr>
<tr>
<td>Complaint Investigations</td>
<td>Comparative Data</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------</td>
<td>------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Previous Fiscal Year Data</td>
<td>2020 Thru 12-31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2015</td>
<td>2016</td>
<td>2017</td>
<td>2018</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>Pending Complaints Where Investigations Exceed Required Time Frames</td>
<td>35</td>
<td>20</td>
<td>34</td>
<td>55</td>
<td>76</td>
<td>53</td>
</tr>
</tbody>
</table>