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

U.S. Immigration and Customs Enforcement

For 2nd Quarter 2020 for period ending March 31, 2020

			Compar	ative Data		
Complaint Activity		Previou	s Fiscal Y	ear Data		2020
	2015	2016	2017	2018	2019	Thru 03-31
Number of Complaints Filed	178	213	227	201	145	<u>95</u>
Number of Complainants	173	<mark>19</mark> 9	207	193	143	93
Repeat Filers	4	10	13	7	2	2

Compleinte hu Desis		C	ompara	tive Da	nta	
Complaints by Basis	Pr	evious	Fiscal	Year D	ata	2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru 03- 31
Race	70	84	96	81	55	<u>33</u>
Color	17	29	49	32	20	11
Religion	10	12	15	13	4	5
Reprisal	88	128	127	124	67	<u>47</u>
Sex	61	90	88	79	56	<u>34</u>
PDA	7	3	0	6	2	<u>0</u>
National Origin	36	54	64	54	21	<u>20</u>
Equal Pay Act	2	0	5	2	1	<u>0</u>
Age	60	98	98	61	51	<u>31</u>
Disability	33	43	58	44	38	<u>32</u>
Genetics	0	0	0	1	0	<u>0</u>
Non-EEO	8	19	15	15	12	<u>5</u>

Complaints by Issue		C	ompara	tive Da	ita	1
	Pr	evious	Fiscal	Year Da	ata	2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru 03- 31
Appointment/Hire	6	8	18	10	19	<u>9</u>
Assignment of Duties	29	38	38	36	10	<u>13</u>
Awards	3	4	5	1	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	<u>0</u>
Disciplinary Action		3	3	*	*	,
Demotion	0	0	0	0	1	<u>0</u>
Reprimand	4	6	13	8	4	1
Suspension	3	10	8	9	4	<u>2</u>
Removal	0	0	5	4	2	1
Duty Hours	2	4	3	6	2	<u>0</u>
Perf. Eval./ Appraisal	21	22	34	32	28	<u>18</u>
Examination/Test	2	2	0	1	0	<u>0</u>
Harassment		3	3	*	*	,
Non-Sexual	81	87	105	85	58	<u>36</u>
Sexual	5	10	13	8	5	<u>3</u>
Medical Examination	1	1	4	2	7	<u>2</u>
Pay including overtime	19	11	18	5	3	2
Promotion/Non-Selection	45	94	77	51	28	<u>9</u>
Reassignment		3	3	*	*	,
Denied	3	8	21	9	6	<u>1</u>
Directed	1	15	29	20	5	<u>5</u>
Reasonable Accommodation Disability	10	12	18	18	13	<u>11</u>
Reinstatement	0	0	0	1	1	<u>0</u>
Religious Accommodation	0	1	1	0	0	<u>0</u>
Retirement	3	3	0	1	2	1
Sex-Stereotyping	0	1	0	0	0	<u>0</u>
Telework	0	5	4	5	2	2

Complainte by loous		C	ompara	tive Da	ita	
Complaints by Issue	Pr	evious	Fiscal	Year Da	ata	2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru 03- 31
Termination	8	6	8	12	8	<u>8</u>
Terms/Conditions of Employment	14	36	50	57	13	<u>8</u>
Time and Attendance	14	20	34	18	3	<u>7</u>
Training	11	15	15	7	6	2
Other	,	,	,	,	,	,

			Compara	tive Data		
Processing Time		Previou	s Fiscal Y	ear Data		2020
	2015	2016	2017	2018	2019	Thru 03-31
Complaints pending during fiscal year						
Average number of days in investigation	301.06	285.73	281.87	363.83	439.84	412.12
Average number of days in final action	150.06	147.72	195.93	124.31	206.53	176.81
Complaint pending during fiscal year where hea	aring was	requested				
Average number of days in investigation	308.50	293.17	254.35	372.12	455.71	380.87
Average number of days in final action	69.09	98.45	89.62	64.96	76.32	120.95
Complaint pending during fiscal year where hea	aring was	not reques	sted	·	·	
Average number of days in investigation	287.87	278.81	328.29	348.90	432.91	436.28
Average number of days in final action	216.49	196.76	340.74	348.77	418.49	316.45

			Compar	ative Da	ta	
Complaints Dismissed by Agency	F	Previous	Fiscal `	Year Dat	а	2020
	2015	2016	2017	2018	2019	Thru 03-31
Total Complaints Dismissed by Agency	8	12	19	21	15	<u>9</u>
Average days pending prior to dismissal	275	403	206	295	281	409
Complaints Withdraw	n by Co	mplaina	nts	,	,	
Total Complaints Withdrawn by Complainants	15	16	17	14	18	<u>12</u>

					Cor	npara	tive	Data				
Total Final Agency Actions Finding			Pre	viou	s F	iscal \	(ear	[.] Data			-	20 1ru
Discrimination	2	015	20	016	2	017	2	018	2	019		3- 1
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		3		2		1		1		0	
Without Hearing	0	0	2	67	2	100	0	0	1	100	<u>0</u>	0
With Hearing	6	100	1	33	0	0	1	100	0	0	<u>0</u>	0

	Comparative Data											
Findings of Discrimination Rendered by Basis			Ρ	reviou	ıs F	iscal `	Yea	r Data)20 1ru
Note: Complaints can be filed alleging multiple bases.	20)15	2	016	2	017	2	018	2	019	0	3- 31
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		2		2		1		1		0	
Race	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	1	50	0	0	1	100	0	0	<u>0</u>	0
Sex	0	0	2	100	2	100	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	1	50	1	100	0	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0
Findings After Hearing	0		1		0		1		1		0	
Race	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	1	100	0	0	1	100	0	0	<u>0</u>	0
Sex	0	0	1	100	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	1	100	0	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

					Со	mpara	tive	e Data				
Findings of Discrimination Rendered by Basis			Ρ	reviou	ıs F	iscal `	Yea	r Data	l)20 hru
Note: Complaints can be filed alleging multiple bases.	ne bases may not equal total nd findings. # % </th <th>-</th>									-		
<u>The sum of the bases may not equal total</u> <u>complaints and findings.</u>	#	%	#	%	#	%	#	%	#	%	#	%
Non-EEO	0	0	1	100	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	0		1		2		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	1	100	2	100	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	1	50	0	0	0	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

				C	om	para	tive	Data				
Findings of Discrimination Dandared by Jacus			Pre	vious	Fis	scal \	(eai	^r Data				020
Findings of Discrimination Rendered by Issue	2	015	2	016	20	017	2	018	2	019		hru 8-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		2		2		1		1		0	
Appointment/Hire	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	1	14	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action		,		,	,					,		
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	100	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	1	50	0	0	0	0	<u>0</u>	0
Harassment		,	2	,		,	,			7	2	
Non-Sexual	5	71	1	50	0	0	0	0	1	100	<u>0</u>	0
Sexual	1	14	1	50	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	1	14	1	50	0	0	0	0	0	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	1	14	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	1	14	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

				C	om	para	tive	Data			1	
Findings of Discrimination Rendered by Issue			Pre	vious	Fis	cal \	r eal	r Data)20 hru
Findings of Discrimination Rendered by issue	2	015	2	016	20)17	2	018	2	019		8-31
	#	%	#	%	#	%	#	%	#	%	#	%
Telework	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	3	43	1	50	1	50	0	0	0	0	<u>0</u>	0
Time and Attendance	1	14	1	50	0	0	0	0	0	0	<u>0</u>	0
Training	1	14	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define		,	2	,				,		,	,	
Findings After Hearing	6		1		0		1		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	1	17	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action		,	2	,				,		,	,	
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	1	100	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	1	100	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	100	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment											,	,
Non-Sexual	5	83	1	100	0	0	0	0	1	100	<u>0</u>	0
Sexual	1	17	1	100	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	<u>0</u>	0
Reassignment											,	
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

				C	om	para	tive	Data				
Findings of Discrimination Dandared by Jacus			Pre	vious	Fis	cal \	/ear	^r Data)20 hru
Findings of Discrimination Rendered by Issue	2	015	2	016	20	017	2	018	2	019		8-31
	#	%	#	%	#	%	#	%	#	%	#	%
Directed	1	17	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	1	17	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	3	50	1	100	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define				,	,		,,			,	2	
Findings Without Hearing	1		1		2		0		0		0	
Appointment/Hire	0	0	1	100	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action				,		,				,		
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	1	50	0	0	0	0	<u>0</u>	0
Harassment			-	,		,	, ,		-	,	7	
Non-Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data									2020		
	2015		2016		2017		2018		2019		Thru 03-31	
	#	%	#	%	#	%	#	%	#	%	#	%
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	1	50	0	0	0	0	<u>0</u>	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	1	100	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define						,						

Pending Complaints Filed in Previous Fiscal Years by Status		Comparative Data								
		Previous Fiscal Year Data								
		2016	2017	2018	2019	03- 31				
Total complaints from previous Fiscal Years	265	277	340	410	388	<u>426</u>				
Total Complainants	252	259	300	350	344	384				
Number complaints pending										
Investigation	7	2	11	28	30	<u>63</u>				
ROI issued, pending Complainant's action	1	0	9	12	10	<u>5</u>				
Hearing	201	218	248	244	219	<u>204</u>				
Final Agency Action	44	35	31	84	117	<u>146</u>				
Appeal with EEOC Office of Federal Operations	49	91	97	105	141	<u>151</u>				

Complaint Investigations		Comparative Data								
		Previous Fiscal Year Data								
		2016	2017	2018	2019	03- 31				
Pending Complaints Where Investigations Exceed Required Time Frames	35	20	34	55	76	<u>52</u>				