

Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2021, Quarter 3

Office of Diversity and Civil Rights

30 June 2021



U.S. Immigration and Customs Enforcement

U.S. Immigration and Customs Enforcement

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

ICE (and below)

			C	ompa	rative	Data	
Complaint Activity	P	reviou	s Fisca	l Year	Data		021Thru06-30
	2016	2017	201	8 201	9 20		0211111100-30
Number of Complaints Filed	213	227	201	14	5 18	34	95
Number of Complainants	199	207	193	14	3 17	76	92
Repeat Filers	10	13	7	2	8	3	3
Complete to Deste				Com	parati	ve Dat	ta
Complaints by Basis		Pre	vious l	Fiscal `	Year D	Data	
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	n of	2016	2017	2018	2019	2020	2021Thru06- 30
Race		84	96	81	55	67	44
Color		29	49	32	20	32	18
Religion		12	15	13	4	7	3
Reprisal		128	127	124	67	97	55

For 3rd Quarter 2021 for period ending June 30, 2021

Sex	90	88	79	56	70	40
PDA	3	0	6	2	2	2
National Origin	54	64	54	21	36	29
Equal Pay Act	0	5	2	1	0	2
Age	98	98	61	51	59	30
Disability	43	58	44	38	57	22
Genetics	0	0	1	0	0	0
Non-EEO	19	15	15	12	7	8
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru06- 30
Appointment/Hire	8	18	10	19	17	4
Assignment of Duties	38	38	36	10	25	10
Awards	4	5	1	0	3	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action	-	<u>.</u>	<u>.</u>	<u>.</u>	-	<u>.</u>
Demotion	0	0	0	1	2	2
Reprimand	6	13	8	4	7	6
Suspension	10	8	9	4	4	5
Removal	0	5	4	2	1	1
Duty Hours	4	3	6	2	0	2
Perf. Eval./ Appraisal	22	34	32	28	23	12
Examination/Test	2	0	1	0	1	0
Harassment						
Non-Sexual	87	105	85	58	76	39
Sexual	10	13	8	5	9	2

Medical Examination		1	4	2	7	5	0
Pay including overtime		11	18	5	3	10	2
Promotion/Non-Selection		94	77	51	28	28	16
Reassignment							
Denied		8	21	9	6	4	0
Directed		15	29	20	5	11	2
Reasonable Accommodation Disability	1	12	18	18	13	15	3
Reinstatement		0	0	1	1	1	0
Religious Accommodation		1	1	0	0	0	0
Retirement		3	0	1	2	2	2
Sex-Stereotyping		1	0	0	0	0	0
Telework		5	4	5	2	4	2
Termination		6	8	12	8	15	13
Terms/Conditions of Emplo	yment	36	50	57	13	15	2
Time and Attendance		20	34	18	3	18	5
Training		15	15	7	6	4	1
Other				·			·
			Co	mpara	ative	Data	
Processing Time	l	Previous	Fiscal	l Year	· Data	a	2021Thru06-
	2016	2017	2018	3 2	019	2020	30
Complaints pending during	fiscal yea	r				· · · · · · · · · · · · · · · · · · ·	
Average number of days in investigation	285.73	281.87	363.8	3 43	9.84	345.50	279.44
Average number of days in final action	147.72	195.93	124.3	1 20	6.53	182.44	291.38
Complaint pending during f	iscal year	where h	earing	was r	eques	ted	
Average number of days in investigation	293.17	254.35	372.1	2 45	5.71	340.14	289.98

Average number of days in final action	98.	.45	89.	62	6	64.9	96	76	.32	114	.74	1	58.66	
Complaint pending during fis	scal y	year	whe	re h	near	ing	g was	s no	t req	uest	ed			
Average number of days in investigation	278	3.81	328	.29	34	348.90		432.91		351.38		265.28		
Average number of days in final action	196	5.76	5 340.74 348.77 418.49						3.49	395	.56	428.62		
							Co	mp	parat	ive	Data	1		
Complaints Dismissed by A	Agen	ncy	Р	rev	iou	s I	Fisca	l Y	ear I)ata		2021	Thru06-	
			201	6	201	7	2018	8	2019	20	20		30	
Total Complaints Dismissed Agency	by		12		19		21		15	2	4		15	
Average days pending prior t dismissal	0		403	3	206	5	295	;	281	37	75		115	
Compl	aint	s Wi	ithd	raw	n b)y	Com	pla	inan	ts				
Total Complaints Withdrawn Complainants	by		16		17	,	14		18	2	3		19	
						(Comp	par	ative	Da	ta			
Total Final Agency Action	s		Pre	viou	us F	Fis	cal Y	'ea	r Dat	a		2021	Thru06-	
Finding Discrimination		2016	2	017	7	2()18	2	019	20	20		30	
	#	4 %	, #	%	ó Ŧ	#	%	#	%	#	%	#	%	
Total Number Findings	3	3	2			1		1		8		1		
Without Hearing	2	2 67	2	10	0	0	0	1	100	6	75	1	100	
With Hearing	1	1 33	3 0	0		1	100	0	0	2	25	0	0	
Findings of Discrimination						(Comp	bar	ative	Dat	ta			
Rendered by Basis			Pre	vio	us F	Fis	cal Y	/ea	r Dat	a		2021	Thru06-	
Note: Complaints can be		2016		201′	7	2	018		2019	2020]	30	
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	- %	, #	9	6	#	%	#	%	#	%	#	%	
Total Number Findings	2		2			1		1		8		1		

Race	0	0	0	0	0	0	1	100	2	25	1	100
Color	0	0	0	0	0	0	0	0	2	25	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	0	0	1	100	0	0	5	63	1	100
Sex	2	100	2	100	0	0	0	0	5	63	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	2	25	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	4	50	0	0
Disability	0	0	1	50	1	100	0	0	2	25	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	50	0	0	0	0	0	0	1	13	0	0
										·		
Findings After Hearing	1		0		1		1		2		0	
Race	0	0	0	0	0	0	1	100	0	0	0	0
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	1	100	0	0	1	100	0	0	1	50	0	0
Sex	1	100	0	0	0	0	0	0	1	50	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	1	50	0	0
Disability	0	0	0	0	1	100	0	0	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	100	0	0	0	0	0	0	1	50	0	0
Findings Without Hearing	1		2		0		0		6		1	

Race	0	0	0	0	() 0	(0 0	-	2	33	1	100
Color	0	0	0	0	() 0	(0 0		2	33	0	0
Religion	0	0	0	0	() 0	(0 0		0	0	0	0
Reprisal	0	0	0	0	() 0	(0 0	4	4	67	1	100
Sex	1	100	2	100) () 0	(0 0	4	4	67	1	100
PDA	0	0	0	0	() 0	(0 0		0	0	0	0
National Origin	0	0	0	0	() 0	(0 0		2	33	1	100
Equal Pay Act	0	0	0	0	() 0	(0 0		0	0	0	0
Age	0	0	0	0	() 0	(0 0		3	50	0	0
Disability	0	0	1	50	() 0	(0 0		1	17	0	0
Genetics	0	0	0	0	() 0	(0 0		0	0	0	0
Non-EEO	0	0	0	0	() 0	(0 0		0	0	0	0
						Com	par	ative	e Da	ata	ı		
Findings of Discrimination		P	rev	ious	Fi	scal Y	Yea	r Da	ta			2021	Thru06-
Rendered by Issue	20	016	20	17	20	018	2	019	2	02	0	2021	30
	#	%	#	%	#	%	#	%	#		%	#	%
Total Number Findings	2		2	, .	1		1		8			1	
Appointment/Hire	1	50	0	0	0	0	0	0	0		0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1		3	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	1	50	0	0	0	0	0	0	0		0	0	0
			i	_	0	0	0	0	0		0	0	0
Suspension	0	0	0	0	0	0	U	U	0		0	U	U
Suspension Removal	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

Examination/Test	0	0	1	50	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	50	0	0	0	0	1	100	4	50	1	100
Sexual	1	50	0	0	0	0	0	0	1	13	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	13	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	50	0	0	0	0	0	0	3	38	0	0
Reassignment				<u>.</u>		·		-				·
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	3	38	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	1	13	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	50	1	50	0	0	0	0	3	38	0	0
Time and Attendance	1	50	0	0	0	0	0	0	0	0	1	100
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define		·								·		
Findings After Hearing	1		0		1		1		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	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	1	100	0	0	0	0	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	1	100	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	100	0	0	2	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		-				-		-				·
Non-Sexual	1	100	0	0	0	0	1	100	2	100	0	0
Sexual	1	100	0	0	0	0	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	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment		-				-		-				·
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	2	100	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	1	50	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	0	0	0	0	0	0	2	100	0	0

Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define				<u>.</u>						-	<u>.</u>	
Findings Without Hearing	1		2		0		0		6		1	
Appointment/Hire	1	100	0	0	0	0	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	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	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	3	50	0	0
Examination/Test	0	0	1	50	0	0	0	0	0	0	0	0
Harassment				<u>.</u>						-	<u>.</u>	
Non-Sexual	0	0	0	0	0	0	0	0	2	33	1	100
Sexual	0	0	0	0	0	0	0	0	1	17	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	17	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	3	50	0	0
Reassignment				<u>.</u>						-	<u>.</u>	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	17	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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	50	0	0	0	0	1	17	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	100
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Other - User Deline												
Other - User Define							Com	ipara	tiv	e Dat	a	
Pending Complaints File			ŀ	Prev	viou			ipara Year				Thru06-
			F 201		riou 201	s Fis		-	Da			Thru06- 30
Pending Complaints File	tatı			16		s Fis 7 2	scal	Year	Da 9 2	ita		
Pending Complaints File Previous Fiscal Years by S Total complaints from previou	tatı		201	1 6 7	201	s Fis 7 2) 2	cal 018	Year 2019	D a 9 2	nta 2020		30
Pending Complaints File Previous Fiscal Years by S Total complaints from previou Fiscal Years	tatı ıs		20 1 27	1 6 7	201 34(s Fis 7 2) 2	6 cal 018	Year 2019 388	D a 9 2	nta 2020 333		30 282
Pending Complaints File Previous Fiscal Years by S Total complaints from previou Fiscal Years Total Complainants	tatı ıs		20 1 27	1 6 7 9	201 34(s Fis 7 2) 2	6 cal 018	Year 2019 388	D a 9 2	nta 2020 333		30 282
Pending Complaints File Previous Fiscal Years by S Total complaints from previou Fiscal Years Total Complainants Number complaints pending	tatı ıs		20 1 27 25	1 6 7 9	201 340 300	s Fis 7 2) 2	6 cal 018 10 350	Year 2019 388 344	D a 9 2	nta 2020 333 302		30 282 256
Pending Complaints File Previous Fiscal Years by S Total complaints from previou Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending	tatı ıs		20 1 27 25 2	16 7 9	201 34(30(11	s Fis 7 2) 2) 3	cal 018 10 350 28	Year 2019 388 344 30	Da 9 2	nta 2020 3333 302 5		30 282 256 14
Pending Complaints File Previous Fiscal Years by S Total complaints from previou Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action	tatı ıs		201 27 25 2 0	 16 7 9 8 	201 34(30(11 9	s Fis 7 2) 2) 2) 2) 2 3 2	ccal 018 1 1 0 1 1 0 1 1 1 1 1 1 1 1 1 1	Year 2019 388 344 30 10	Da 9 2	nta 2020 3333 302 5 5		30 282 256 14 4

	Comparative Data											
Complaint Investigations	Pre	vious 1	Fiscal `	Year D	ata	2021Thru06-						
	2016	2017	2018	2019	2020	30						
Pending Complaints Where Investigations Exceed Required Time Frames	20	34	55	76	19	11						