

Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2022, Quarter 2

Office of Diversity and Civil Rights 31 March 2022



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

## ICE (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

**Comparative Data** 

		Comparative Data										
<b>Complaint Activity</b>	Pr	evious	Fiscal	Year	Data		2022Thru03-31					
	2017	2018	2019	202	0 202		0221 Nru03-31					
Number of Complaints Filed	227	201	145	184	13	7	117					
Number of Complainants	207	193	143	176	5 13	0	113					
Repeat Filers	13	7	2	8	6		4					
Compleints by Desis				Com	parati	ve Da	ta					
Complaints by Basis		Pre	vious I	iscal '	Year I	)ata						
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru03- 31						
Race		96	81	55	67	59	31					
Color		49	32	20	32	22	13					
Religion		15	13	4	7	5	9					
Reprisal		127	124	67	97	75	49					
Sex		88	79	56	70	58	48					
PDA	0	6	2	2	2	0						
National Origin		64	54	21	36	43	21					
Equal Pay Act	5	2	1	0	2	0						

Age	98	61	51	59	45	32
Disability	58	44	38	57	38	37
Genetics	0	1	0	0	1	2
Non-EEO	15	15	12	7	13	6
Complaints by Issue			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal `	Year I	<b>D</b> ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru03- 31
Appointment/Hire	18	10	19	17	9	9
Assignment of Duties	38	36	10	25	15	6
Awards	5	1	0	3	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	2	2	1
Reprimand	13	8	4	7	7	5
Suspension	8	9	4	4	5	3
Removal	5	4	2	1	2	3
Duty Hours	3	6	2	0	3	1
Perf. Eval./ Appraisal	34	32	28	23	12	13
Examination/Test	0	1	0	1	2	2
Harassment						
Non-Sexual	105	85	58	76	53	40
Sexual	13	8	5	9	5	5
Medical Examination	4	2	7	5	0	1
Pay including overtime	18	5	3	10	3	1
Promotion/Non-Selection	77	51	28	28	22	13
Reassignment						
Denied	21	9	6	4	1	0
Directed	29	20	5	11	2	2

Reasonable Accommodation Disability	18	18	13	15	6	5
Reinstatement	0	1	1	1	0	0
Religious Accommodation	1	0	0	0	0	1
Retirement	0	1	2	2	3	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	5	2	4	4	1
Termination	8	12	8	15	14	3
Terms/Conditions of Employment	50	57	13	15	8	13
Time and Attendance	34	18	3	18	7	0
Training	15	7	6	4	1	3

## Other

	Comparative Data											
<b>Processing Time</b>	P	revious	Fiscal Y	ear Dat	a	2022Thru03-						
	2017	2018	2019	2020	2021	31						
Complaints pending during fis	cal year											
Average number of days in investigation	281.87	363.83	439.84	345.50	276.68	383.07						
Average number of days in final action	195.93	124.31	206.53	182.44	288.06	174.30						
Complaint pending during fisc	al year v	where he	aring wa	s reques	ted							
Average number of days in investigation	254.35	372.12	455.71	340.14	285.75	409.89						
Average number of days in final action	89.62	64.96	76.32	114.74	137.49	88.31						
Complaint pending during fisc	al year v	where he	aring wa	s not req	uested							
Average number of days in investigation	328.29	348.90	432.91	351.38	264.57	350.30						
Average number of days in final action	340.74	348.77	418.49	395.56	422.23	251.05						

	Comparative Data												
<b>Complaints Dismissed by Age</b>	ncy	,	Pre	eviou	s F	<b>iscal</b>	Ye	ar l	Dat	ta	2022Thru03-		
		20	)17	201	8	2019	2	020	20	021		31	
Total Complaints Dismissed by Agency		1	19	21	-	15		24		15	7		
Average days pending prior to dismissal		2	06	29:	295 281			375 1		15	113		
Complaint	ts V	s Withdrawn by Con				Comp	lai	nan	ts				
Total Complaints Withdrawn by Complainants	17 14 18 23 22							22	6				
	Comparative Da							ata					
<b>Total Final Agency Actions</b>	Previous Fiscal Year Data									2022	Thru03-		
Finding Discrimination	20	017	20	)18	2	019	20	20	20	021		31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		1		1		8		1		0		
Without Hearing	2	100	0	0	1	100	6	75	1	100	0	0	
With Hearing	0	0	1	100	0	0	2	25	0	0	0	0	
Findings of Discrimination					(	Comparative Data							
Rendered by Basis		P	rev	ious	Fis	cal Y	'ea	r Da	ıta	2022	Thru03-		
Note: Complaints can be filed	2	017	2	018	2	2019	20	020	2	021		31	
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
<b>Total Number Findings</b>	2		1		1		8		1		1		
Race	0	0	0	0	1	100	2	25	1	100	0	0	
Color	0	0	0	0	0	0	2	25	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	1	100	0	0	5	63	1	100	1	100	
Sex	2	100	0	0	0	0	5	63	1	100	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	2	25	1	100	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	

Age	0	0	0	0	0	0	4	50	0	0	0	0
Disability	1	50	1	100	0	0	2	25	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	1	100
Non-EEO	0	0	0	0	0	0	1	13	0	0	0	0
Findings After Hearing	0		1		1		2		0		0	
Race	0	0	0	0	1	100	0	0	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	0	0	1	100	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	1	50	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	1	50	0	0	0	0
Disability	0	0	1	100	0	0	1	50	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	50	0	0	0	0
Findings Without Hearing	2		0		0		6		1		1	
Race	0	0	0	0	0	0	2	33	1	100	0	0
Color	0	0	0	0	0	0	2	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	4	67	1	100	1	100
Sex	2	100	0	0	0	0	4	67	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	33	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	3	50	0	0	0	0
Disability	1	50	0	0	0	0	1	17	0	0	1	100

Genetics	0	0		$0 \mid 0$		$0 \mid 0$		$0 \mid 0$	0	0	1	100
Non-EEO	0	0		$0 \mid 0$		0 0		0 0	0	0	0	0
						Com	pa	rativ	e D	ata		
Findings of Discrimination		F	re	vious	Fi	iscal `	Yea	ar Da	ıta		2022	2Thru03-
Rendered by Issue	20	)17	2	018	2	019	2	020	2	021		31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		1		1		8		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	13	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	1	100	0	0	5	63	0	0	0	0
Examination/Test	1	50	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	4	50	1	100	1	100
Sexual	0	0	0	0	0	0	1	13	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	13	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	0	0	3	38	0	0	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	3	38	0	0	0	0

0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	1	13	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
1	50	0	0	0	0	3	38	0	0	0	0
0	0	0	0	0	0	0	0	1	100	0	0
0	0	0	0	0	0	0	0	0	0	0	0
			-				-				
0		1		1		2		0		0	
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	1	50	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	1	100	0	0	2	100	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	1	100	2	100	0	0	0	0
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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	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	2	100	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	1	50	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	2	100	0	0	0	0
Time and Attendance	0	0	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												
<b>Findings Without Hearing</b>	2		0		0		6		1		1	
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	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	3	50	0	0	0	0
Examination/Test	1	50	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	33	1	100	1	100
Sexual	0	0	0	0	0	0	1	17	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	17	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	0	0	3	50	0	0	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	17	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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	50	0	0	0	0	1	17	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Hear Define												

## Other - User Define

	Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious l	2022Thru03-									
Trovious riseur reals by seatus	2017	2018	2019	2020	2021	31						
Total complaints from previous Fiscal Years	340	410	388	333	214	195						
Total Complainants	300	350	344	302	198	179						

Number complaints pending						
Investigation	11	28	30	5	7	37
ROI issued, pending Complainant's action	9	12	10	5	1	6
Hearing	248	244	219	173	121	123
Final Agency Action	31	84	117	141	82	32
Appeal with EEOC Office of Federal Operations	97	105	141	165	208	235
			Com	parati	ive Dat	ta
Complaint Investigations	Pre	vious l	Fiscal `	Year I	)ata	2022Thru03-
	2017	2018	2019	2020	2021	31
Pending Complaints Where Investigations Exceed Required Time Frames	34	55	76	19	21	23