

Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2022, Quarter 3

Office of Diversity and Civil Rights 30 June 2022



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

ICE (and below)

For 3rd Quarter 2022 for period ending June 30, 2022

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal	Year	Data	20	2022Thru06-30					
	2017	2018	2019	202	0 202	21	022 1 Hruvo-30					
Number of Complaints Filed	227	201	145	184	13	7	192					
Number of Complainants	207	193	143	176	5 13	0	177					
Repeat Filers	13	7	2	8	6		12					
Completed by Dort				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.	ı of	2017	2018	2019	2020	2021	2022Thru06- 30					
Race		96	81	55	67	59	50					
Color		49	32	20	32	22	22					
Religion		15	13	4	7	5	32					
Reprisal		127	124	67	97	75	77					
Sex		88	79	56	70	58	72					
PDA		0	6	2	2	2	1					
National Origin		64	54	21	36	43	32					
Equal Pay Act			2	1	0	2	0					

Age	98	61	51	59	45	59
Disability	58	44	38	57	38	72
Genetics	0	1	0	0	1	8
Non-EEO	15	15	12	7	13	11
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal `	Year I	Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru06- 30
Appointment/Hire	18	10	19	17	9	19
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	7
Suspension	8	9	4	4	5	7
Removal	5	4	2	1	2	5
Duty Hours	3	6	2	0	3	1
Perf. Eval./ Appraisal	34	32	28	23	12	15
Examination/Test	0	1	0	1	2	4
Harassment						
Non-Sexual	105	85	58	76	53	64
Sexual	13	8	5	9	5	6
Medical Examination	4	2	7	5	0	6
Pay including overtime	18	5	3	10	3	1
Promotion/Non-Selection	77	51	28	28	22	16
Reassignment						
Denied	21	9	6	4	1	1
Directed	29	20	5	11	2	4

Reasonable Accommodation Disability	18	18	13	15	6	7
Reinstatement	0	1	1	1	0	0
Religious Accommodation	1	0	0	0	0	5
Retirement	0	1	2	2	3	3
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	5	2	4	4	1
Termination	8	12	8	15	14	7
Terms/Conditions of Employment	50	57	13	15	8	31
Time and Attendance	34	18	3	18	7	1
Training	15	7	6	4	1	4

Other

	Comparative Data										
Processing Time	P	revious	Fiscal Y	ear Dat	a	2022Thru06-					
	2017	2018	2019	2020	2021	30					
Complaints pending during fis	scal year										
Average number of days in investigation	281.87	363.83	439.84	345.50	276.68	363.99					
Average number of days in final action	195.93	124.31	206.53	182.44	288.06	192.91					
Complaint pending during fisc	cal year v	where he	aring wa	s request	ted						
Average number of days in investigation	254.35	372.12	455.71	340.14	285.75	382.15					
Average number of days in final action	89.62	64.96	76.32	114.74	137.49	118.33					
Complaint pending during fisc	cal 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	337.38					
Average number of days in final action	340.74	348.77	418.49	395.56	422.23	277.65					

						Cor	np	arat	tive	Dat	a				
Complaints Dismissed by Age	ncy	, [Pre	eviou	s F	iscal	Ye	ar l	Dat	ta	2022Thru06-				
		2	017	201	8	2019	2	020	20	021		30			
Total Complaints Dismissed by Agency			19			15		24		15	10				
Average days pending prior to dismissal		206		29	5	281	3	375	1	15		209			
Complaint	s V	s Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants			17	14	Į.	18		23	2	22	14				
				<u> </u>	(Comp	ara	ative	e D	ata					
Total Final Agency Actions		Pı	evi	ous l	Fis	cal Y	ear	Da	ta		2022Thru06-				
Finding Discrimination	20)17	20)18	2	019	20	20	20	021		30			
	#	%	#	%	#	%	#	%	#	%	#	%			
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	ata		2022	2Thru06-			
Note: Complaints can be filed	2	017	2	018	2	2019	20	020	2	021		30			
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%			
Total Number Findings	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 0		$0 \mid 0$		0 0	0	0	1	100	
Non-EEO	0	0		0 0		$0 \mid 0$		0 0	0	0	0	0	
						Com	pa	rativ	e D	ata			
Findings of Discrimination		F	re	vious	Fi	scal `	Yea	ar Da	ata		2022	Thru06-	
Rendered by Issue	20)17	2	018	2	2019 2020				021	30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	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	

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	13	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	3	38	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 - User Define												
Findings After Hearing	0		1		1		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	50	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	2	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	2	100	0	0	0	0
Sexual	0	0	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	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												
Findings Without Hearing	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 - User Define

	Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious l	2022Thru06-									
	2017	2018	2019	2020	2021	30						
Total complaints from previous Fiscal Years	340	410	388	333	214	150						
Total Complainants	300	350	344	302	198	139						

Number complaints pending						
Investigation	11	28	30	5	7	16
ROI issued, pending Complainant's action	9	12	10	5	1	4
Hearing	248	244	219	173	121	115
Final Agency Action	31	84	117	141	82	16
Appeal with EEOC Office of Federal Operations	97	105	141	165	208	238
			Com	parati	ve Dat	ta
Complaint Investigations	Pre	vious l	Fiscal `	Year I)ata	2022Thru06-
	2017	2018	2019	2020	2021	30
Pending Complaints Where Investigations Exceed Required Time Frames	34	55	76	19	21	24