

Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2022, Quarter 4

Office of Diversity and Civil Rights

30 September 2022



U.S. Immigration and Customs Enforcement

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

## ICE (and below)

	Comparative Data											
<b>Complaint Activity</b>	Pro	evious	2	2022Thru09-30								
	2017	2018	2019	202	0 202		2022111109-30					
Number of Complaints Filed	227	201	145	184	13	7	260					
Number of Complainants	207	193	143	176	5 13	0	243					
Repeat Filers	13	7	2	8	6		15					
		Comparative Data										
Complaints by Basis		Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.			2018	2019	2020	2021	2022Thru09- 30					
Race		96	81	55	67	59	68					
Color		49	32	20	32	22	27					
Religion		15	13	4	7	5	49					
Reprisal		127	124	67	97	75	96					
Sex		88	79	56	70	58	89					
PDA		0	6	2	2	2	1					
National Origin		64	54	54 21		43	46					
Equal Pay Act			2	1	0	2	1					

## For 4th Quarter 2022 for period ending September 30, 2022

Age	98	61	51	59	45	71
Disability	58	44	38	57	38	103
Genetics	0	1	0	0	1	10
Non-EEO	15	15	12	7	13	16
			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	2022Thru09- 30
Appointment/Hire	18	10	19	17	9	20
Assignment of Duties	38	36	10	25	15	0
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	0
Suspension	8	9	4	4	5	6
Removal	5	4	2	1	2	4
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	3	0	0	0	0	13
Other 2	0	0	0	0	0	0
Duty Hours	3	6	2	0	3	0
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	85
Sexual	13	8	5	9	5	10
Medical Examination	4	2	7	5	0	44
Pay including overtime	18	5	3	10	3	5
Promotion/Non-Selection	77	51	28	28	22	21

Reassignment							
Denied	21	9	6 4		1	2	
Directed	29	20	5	5 11		6	
Reasonable Accommodation I	Disability	/ 18	18	13	13 15		15
Reinstatement		0	1	1	1	0	0
Religious Accommodation		1	0	0	0	0	6
Retirement		0	1	2	2	3	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		4	5	2	4	4	3
Termination		8	12	8	15	5 14	11
Terms/Conditions of Employn	Terms/Conditions of Employment				15	5 8	0
Time and Attendance	34	18	3	18	3 7	5	
Training	15	7	6	4	1	6	
Other Terms/Conditions of Employment		0	0	0	0	0	81
User Defined - Other 1	0	0	0	0	0	0	
User Defined - Other 2	2	0	0	0	0	0	
User Defined - Other 3	1	0	0	0	0	0	
User Defined - Other 4		1	0	0	0	0	0
			Com	para	tive	Data	
<b>Processing Time</b>	P	revious	Fiscal `	2022Thru09-			
-	2017	2018	2019	20	20	2021	30
Complaints pending during fis	cal year						
Average number of days in investigation	281.87	363.83	439.84	345	5.50	276.68	343.85
Average number of days in final action	195.93	124.31	206.53	182	2.44	288.06	201.68
Complaint pending during fisc	al year v	where he	aring wa	as rec	quest	ted	
Average number of days in investigation	254.35	372.12	455.71	340	).14	285.75	367.97
Average number of days in final action	89.62	64.96	76.32	114	.74	137.49	133.35

Complaint pending during fisca	al yea	ır w	vhe	re l	neari	ing	was	s n	ot	req	les	ted					
Average number of days in investigation	328.29		34	348.90 43		32.91		351.38		264.57		315.89					
Average number of days in final action	340.74		4 348.77		7 4	418.49		395.56		422.23		287.53					
					Comparative Data												
Complaints Dismissed by Ag	gency	y	]	Pre	viou	ıs F	Fisca	al `	Ye	ar I	Dat	ta	2022	Thru09-			
			20	)17	20	18	201	9	20	020	2	021		30			
Total Complaints Dismissed by Agency					2	1	15	5		24		15		17			
Average days pending prior to dismissal		20	06	29	5	28	1	3	75	1	15		186				
Complai	ints V	Vit	hd	rav	vn b	y (	Com	pl	air	nan	ts						
Total Complaints Withdrawn b Complainants	У		1	17		14		18		23	22		20				
		Comparative Data															
Total Final Agency Actions		Previous Fiscal Year Data 2022Thru09-															
Finding Discrimination	2	017	7	2018 201			019	19 2020 2				021	30				
	#	%	ó	#	%	#	%	i	#	%	#	%	#	%			
Total Number Findings	2			1		1			8		1		0				
Without Hearing	2	10	0	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															
<b>Rendered by Basis</b>			Pr	evi	ous	Fis	scal	Ye	ear	r Da	ata		2022	Thru09-			
Note: Complaints can be filed	2	201	7	20	018	2	2019	)	20	)20	2	2021		30			
alleging multiple bases. The sum of the bases may not equa total complaints and findings.	ıl #	0,	%	#	%	#	%	, D	#	%	#	%	#	%			
Total Number Findings	2			1		1			8		1		1				
Race	0	(	0	0	0	1	10	0	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	Ì	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	0	0	0	0	0	1	100
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0