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

## ICE (and below)

				С	tompa	arativ	e Dat	a	
<b>Complaint Activity</b>		Previo	ous F	'isca	l Yea	r Dat	a	2	018Thru12-31
	201	.3 20	14	201	5 20	016	2017		018111112-51
Number of Complaints Filed	15	3 18	35	178	3 2	13	227		43
Number of Complainants	15	3 18	32	173	3 1	99	207		43
Repeat Filers	0	2	2	4	1	.0	13		0
					Com	para	tive I	)ata	l
Complaints by Basis		Pr							
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal tota complaints filed.		2013	201	4	2015	201	6 20	17	2018Thru12- 31
Race		57	70	)	70	84	9	6	12
Color		17	23	3	17	29	4	.9	2
Religion		8	10	)	10	12	1	5	1
Reprisal		67	90	)	88	128	28 12		24
Sex		62	91		61	90	8	8	18
PDA		1	4		7	3		)	2

For 1st Quarter 2018 for period ending December 31, 2017

National Origin	33	36	36	54	64	10
Equal Pay Act	0	5	2	0	5	0
Age	66	79	60	98	98	12
Disability	25	37	33	43	58	10
Genetics	1	1	0	0	0	0
Non-EEO	10	13	8	19	15	4
	1					

		I	I	I	I	1
<b>Complaints by Issue</b>			Com	parativ	ve Data	
0011 <b>p</b> 11110 0 y 10000	Pro	evious	ata			
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru12- 31
Appointment/Hire	10	4	6	8	18	3
Assignment of Duties	18	33	29	38	38	11
Awards	3	1	3	4	5	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	4	4	4	6	13	2
Suspension	6	4	3	10	8	3
Removal	2	3	0	0	5	2
Duty Hours	1	1	2	4	3	3
Perf. Eval./ Appraisal	12	19	21	22	34	7
Examination/Test	1	2	2	2	0	0
Harassment						
Non-Sexual	52	97	81	87	105	17
Sexual	6	6	5	10	13	2

Medical Examination		1	0		1	1	4	1
Pay including overtime		3	9	1	9	11	18	2
Promotion/Non-Selection		72	31	4	15	94	77	12
Reassignment						1		1
Denied		5	9		3	8	21	3
Directed		6	18		1	15	29	6
Reasonable Accommodation Disability	on	2	4	1	0	12	18	6
Reinstatement		1	0		0	0	0	0
Religious Accommodation	l	0	0		0	1	1	0
Retirement		0	0	Í	3	3	0	0
Sex-Stereotyping		0	0	(	0	1	0	0
Telework		0	0		0	5	4	1
Termination		5	10		8	6	8	2
Terms/Conditions of Empl	oyment	6	18	1	4	36	50	18
Time and Attendance		11	9	1	4	20	34	8
Training		10	4	1	1	15	15	3
Other								
			Co	omp	oara	tive l	Data	
<b>Processing Time</b>	]	Previou	s Fisca	l Y	ear	Data	l	2018Thru12-
	2013	2014	201	5	20	16	2017	31
Complaints pending during	g fiscal ye	ear			-			-
Average number of days in investigation	411.12	448.95	301.0	06	285.73		281.87	301.67
Average number of days in final action	143.12	117.20	150.0	06	147	7.72	195.93	88.64
Complaint pending during	fiscal year	ar where	hearin	ıg w	vas r	eque	sted	

Average number of days in investigation	413.	20	455	.30	30	8.50	29	3.17	25	54.35	31	8.43	
Average number of days in final action	54.9	€1	37.	96	69	9.09	98	3.45	8	9.62	6	5.88	
Complaint pending during	fiscal	l yea	ar wł	nere	hear	ring w	as	not re	eque	ested			
Average number of days in investigation	408.	43	436	6.71 287.87			27	78.81 328.29			28	39.32	
Average number of days in final action	217.	77	173	.80	21	6.49	19	6.76	34	0.74	14	19.33	
						С	om	para	tive	Data	l		
Complaints Dismissed Agency	l by	Ī	P	rev	ious	Fisca	al Y	ear l	Dat	a	2018Thru12-		
		Ì	201	3 2	014	201	5	2016	5 2	2017		31	
Total Complaints Dismisse Agency	ed by		5		5 8		12			19		6	
Average days pending prio dismissal	or to		323	,	790	27	5	403		206	1	.57	
Com	plain	ts V	Vith	drav	vn b	y Co	mp	laina	nts				
Total Complaints Withdray Complainants	vn by	7	17		24	15	5	16		17		0	
						Com	par	ative	e Da	nta			
Total Final Agency			Pre	viou	s Fi	scal Y	Yea	r Da	ta		2018	Fhru12-	
Actions Finding Discrimination	20	013	20	)14	2	015	2	016	2	017	-	31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		6		3		2		0		
Without Hearing	0	0	0	0	0	0	2	67	2	100	0	0	
With Hearing	0	0	0	0	6	100	1	33	0	0	0	0	

Findings of	ed Comparative Data											
Discrimination Rendered by Basis		-	Pre	viou	s Fi	scal	Yea	ar Da	ta		2018	Fhru12-
Note: Complaints can be	20	)13	20	)14	20	)15	2	016	2	017	-	31
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		4		7		2		2		0	
Race	0	0	3	75	0	0	0	0	0	0	0	0
Color	0	0	1	25	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	2	50	0	0	1	50	0	0	0	0
Sex	0	0	2	50	0	0	2	100	2	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	25	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	2	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	25	0	0	1	50	0	0	0	0
									1			
Findings After Hearing	0		0		0		1		0		0	
Race	0	0	0	0	0	0	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	0	0	0	0	1	100	0	0	0	0
Sex	0	0	0	0	0	0	1	100	0	0	0	0
PDA	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	0	0
0		4		0		1		2		0	
0	0	3	75	0	0	0	0	0	0	0	0
0	0	1	25	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	2	50	0	0	0	0	0	0	0	0
0	0	2	50	0	0	1	100	2	100	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	1	25	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	2	50	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	1	25	0	0	0	0	0	0	0	0
					Com	ipai	rative	Da	ta		
Previous Fiscal Year D							r Dat	a		20187	Thru12-
20	13	20	14	2	015	2	2016	2	017		31
#	%	#	%	#	%	#	%	#	%	#	%
0		4		7		2		2		0	
0	0	0	0	0	0	1	50	0	0	0	0
	<ul> <li>0</li> <li>0&lt;</li></ul>	0     0       0     0	0       0         0	Image         Image         Image           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	Image         Image <thimage< th="">         Image         <th< td=""><td>Image         Image         <thimage< th="">         Image         <th< td=""><td>Image         Image         <t< td=""><td>Image         Image         <t< td=""><td>Image         Image         <t< td=""><td>N         N</td><td>0     0</td></t<></td></t<></td></t<></td></th<></thimage<></td></th<></thimage<>	Image         Image <thimage< th="">         Image         <th< td=""><td>Image         Image         <t< td=""><td>Image         Image         <t< td=""><td>Image         Image         <t< td=""><td>N         N</td><td>0     0</td></t<></td></t<></td></t<></td></th<></thimage<>	Image         Image <t< td=""><td>Image         Image         <t< td=""><td>Image         Image         <t< td=""><td>N         N</td><td>0     0</td></t<></td></t<></td></t<>	Image         Image <t< td=""><td>Image         Image         <t< td=""><td>N         N</td><td>0     0</td></t<></td></t<>	Image         Image <t< td=""><td>N         N</td><td>0     0</td></t<>	N         N	0     0

Assignment of Duties	0	0	0	0	1	14	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						<u> </u>		<u> </u>				
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	50	0	0	0	0
Suspension	0	0	1	25	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	1	50	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	1	50	0	0
Harassment						<u> </u>		<u> </u>				
Non-Sexual	0	0	3	75	5	71	1	50	0	0	0	0
Sexual	0	0	0	0	1	14	1	50	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	2	50	1	14	1	50	0	0	0	0
Reassignment		-				-		-			-	-
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	25	1	14	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	14	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	1	25	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	50	3	43	1	50	1	50	0	0
Time and Attendance	0	0	0	0	1	14	1	50	0	0	0	0
Training	0	0	0	0	1	14	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	0		0		6		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	17	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				<u>.</u>				-				
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	100	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	1	100	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						<u> </u>						
Non-Sexual	0	0	0	0	5	83	1	100	0	0	0	0
Sexual	0	0	0	0	1	17	1	100	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	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	17	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	17	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	0	0	3	50	1	100	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings Without Hearing	0		4		1		1		2		0	
Appointment/Hire	0	0	0	0	0	0	1	100	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	1	25	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	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	1	50	0	0
Harassment												
Non-Sexual	0	0	3	75	0	0	0	0	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	2	50	1	100	0	0	0	0	0	0
Reassignment					1							1
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	25	0	0	0	0	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	1	25	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	50	0	0	0	0	1	50	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	1	100	0	0	0	0	0	0

			Com	parati	ve Data	l
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious 1	Fiscal Y	Year D	ata	2018Thru12-
	2013	2014	2015	2016	2017	31
Total complaints from previous Fiscal Years	202	233	265	277	340	514
Total Complainants	198	232	252	259	300	431
Number complaints pending						
Investigation	50	27	7	2	11	135
ROI issued, pending Complainant's action	9	1	1	0	9	1
Hearing	116	166	201	218	248	279
Final Agency Action	25	30	44	35	31	68
Appeal with EEOC Office of Federal Operations	71	93	49	91	97	103
			Com	parati	ve Data	l
<b>Complaint Investigations</b>	Pro	evious 1	Fiscal Y	Year D	ata	2018Thru12-
	2013	2014	2015	2016	2017	31
Pending Complaints Where Investigations Exceed Required Time Frames	95	55	35	20	34	52