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

ICE (and below)

				Со	npa	rative	Data	
Complaint Activity		Previo	ous Fi	scal Y	Yea	r Data		2010Thurs02 21
	201	.3 20	14 2	2015	20	16 20	017	2018Thru03-31
Number of Complaints Filed	15	3 18	35	178	2	13 2	27	96
Number of Complainants	15	3 18	32	173	19	99 2	207	94
Repeat Filers	0	2	2	4	1	0	13	2
				(Com	parati	ve Dat	a
Complaints by Basis		Pr	eviou	ata				
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal tota complaints filed.		2013	2014	4 20	015	2016	2017	2018Thru03- 31
Race		57	70	7	0	84	96	33
Color		17	23	1	7	29	49	12
Religion		8	10	1	0	12	15	5
Reprisal		67	90	8	88	128	127	62
Sex		62	91	6	51	90	88	42
PDA		1	4	,	7	3	0	4

For 2nd Quarter 2018 for period ending March 31, 2018

National Origin	33	36	36	54	64	23
Equal Pay Act	0	5	2	0	5	1
Age	66	79	60	98	98	30
Disability	25	37	33	43	58	22
Genetics	1	1	0	0	0	0
Non-EEO	10	13	8	19	15	7

Complaints by Issue			Com	parativ	ve Data	l
Complaints by 1554C	Pr	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	2018Thru03- 31
Appointment/Hire	10	4	6	8	18	4
Assignment of Duties	18	33	29	38	38	27
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	5
Suspension	6	4	3	10	8	5
Removal	2	3	0	0	5	4
Duty Hours	1	1	2	4	3	5
Perf. Eval./ Appraisal	12	19	21	22	34	23
Examination/Test	1	2	2	2	0	1
Harassment						
Non-Sexual	52	97	81	87	105	42
Sexual	6	6	5	10	13	5

Medical Examination		1	0		1	1	4	2
Pay including overtime		3	9	1	9	11	18	5
Promotion/Non-Selection		72	31	4	5	94	77	25
Reassignment								
Denied		5	9		3	8	21	3
Directed		6	18		1	15	29	9
Reasonable Accommodati Disability	on	2	4	1	0	12	18	13
Reinstatement		1	0	(0	0	0	0
Religious Accommodation	l	0	0		0	1	1	0
Retirement		0	0		3	3	0	0
Sex-Stereotyping		0	0	(0	1	0	0
Telework		0	0	(0	5	4	3
Termination		5	10		8	6	8	5
Terms/Conditions of Empl	oyment	6	18	1	4	36	50	31
Time and Attendance		11	9	1	4	20	34	12
Training		10	4	1	1	15	15	4
Other								
			Co	mp	ara	tive l	Data	
Processing Time]	Previou	s Fisca	l Y	ear	Data		2018Thru03-
	2013	2014	201	5	20	016	2017	31
Complaints pending during	g fiscal ye	ear						-
Average number of days in investigation	411.12	448.95	301.0	06	285	5.73	281.87	325.38
Average number of days in final action	143.12	117.20	150.0	06	147	7.72	195.93	91.32
Complaint pending during	fiscal year	ar where	hearin	ıg w	vas r	eque	sted	

With Hearing	0	0	0	0	6	100	1	33	0	0	0	0		
Without Hearing	0	0	0	0	0	0	2	67	2	100	0	0		
Total Number Findings	0		0		6		3		2		0			
	#	%	#	%	#	%	#	%	#	%	#	%		
Actions Finding Discrimination	20)13	20)14	2	015	2	016	2	017		31		
Total Final Agency			Pre	viou	s Fi	scal Y	Yea	r Dat	ta		2018	Fhru03-		
						Com	par	ative	e Da	nta				
Total Complaints Withdray Complainants	vn by	,	17		24	15	5	16		17		7		
Com	plain	ts V	Vith	drav	vn b	y Co	mp	laina	nts					
Average days pending pric dismissal	r to		323		790	27	5	403		206	1	61		
Total Complaints Dismisse Agency	ed by		5		5	8		12		19	9			
			201	3 2	014	201	5	2016	5 2	2017		31		
Complaints Dismissed Agency	l by	Ī	P	rev	ious	Fisca	al Y	'ear l	Dat	a	2018Thru			
						C	om	para	tive	Data				
Average number of days in final action	217.	77	173.80 216.49 196.76 340.74				.80 216.49 196.76 340.74 149.3				9.33			
Average number of days in investigation	408.	43	436	.71	287.87		27	8.81	32	28.29	31	4.82		
Complaint pending during	fiscal	yea	ar wł	nere	hear	ing w	as/	not re	eque	ested				
Average number of days in final action	54.9	91	37.96 69.09 98.45				8	9.62	8	4.76				
Average number of days in investigation	413.	13.20 455			30	8.50	29	3.17	25	54.35	336.61			

Findings of	Comparative Data											
Discrimination Rendered by Basis		-	Pre	viou	s Fi	scal	Yea	ar Da	ta		2018	Fhru03-
Note: Complaints can be	20)13	20)14	20)15	2	016	2017		-	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		
]	Prev	vious	s Fi	scal `	Yea	r Dat	a		20187	Thru03-
20)13	20	14	20	015		2016	2	017		31
#	%	#	%	#	%	#	%	#	%	#	%
0		4		7		2		2		0	
0	0	0	0	0	0	1	50	0	0	0	0
	 0 0<	0 0 0 0	0 0 0 0	Image Image Image 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<br <="" td=""/><td>11111111100375000000000003750000000000037500000000000125000000000000125000<</td><td>0 0<!--</td--></td></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<br <="" td=""/><td>11111111100375000000000003750000000000037500000000000125000000000000125000<</td><td>0 0<!--</td--></td></td></t<></td></t<></td></th<></thimage<>	Image Image <t< td=""><td>Image Image <t< td=""><td>Image Image<br <="" td=""/><td>11111111100375000000000003750000000000037500000000000125000000000000125000<</td><td>0 0<!--</td--></td></td></t<></td></t<>	Image Image <t< td=""><td>Image Image<br <="" td=""/><td>11111111100375000000000003750000000000037500000000000125000000000000125000<</td><td>0 0<!--</td--></td></td></t<>	Image <td>11111111100375000000000003750000000000037500000000000125000000000000125000<</td> <td>0 0<!--</td--></td>	11111111100375000000000003750000000000037500000000000125000000000000125000<	0 0 </td

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>				
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						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	Fiscal Y	Year D	ata	2018Thru03-
	2013	2014	2015	2016	2017	31
Total complaints from previous Fiscal Years	202	233	265	277	340	484
Total Complainants	198	232	252	259	300	405
Number complaints pending		-	-	·		·
Investigation	50	27	7	2	11	102
ROI issued, pending Complainant's action	9	1	1	0	9	4
Hearing	116	166	201	218	248	276
Final Agency Action	25	30	44	35	31	74
Appeal with EEOC Office of Federal Operations	71	93	49	91	97	96
			Com	parati	ve Data	l
Complaint Investigations	Pro	evious	Fiscal Y	Year D	ata	2018Thru03-
	2013	2014	2015	2016	2017	31
Pending Complaints Where Investigations Exceed Required Time Frames	95	55	35	20	34	67