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

ICE (and below)

				Co	mpa	rative	Data	
Complaint Activity		Previo	ous Fi	scal `	Yea	r Data		2010Th00 20
	201	.3 20	14	2015	20	16 2	017	2018Thru09-30
Number of Complaints Filed	15.	3 18	35	178	2	13 2	227	201
Number of Complainants	15.	3 18	32	173	19	99 2	207	193
Repeat Filers	0	2	2	4	1	0	13	7
				(Com	parati	ve Da	ıta
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 20)15	2016	201	2018Thru09- 7 30
Race		57	70	7	70	84	96	81
Color		17	23	1	7	29	49	32
Religion		8	10	1	0	12	15	13
Reprisal		67	90	8	38	128	127	7 124
Sex		62	91	6	51	90	88	79
PDA		1	4		7	3	0	6

For 4th Quarter 2018 for period ending September 30, 2018

National Origin	33	36	36	54	64	54
Equal Pay Act	0	5	2	0	5	2
Age	66	79	60	98	98	61
Disability	25	37	33	43	58	44
Genetics	1	1	0	0	0	1
Non-EEO	10	13	8	19	15	15

					1	
Complaints by Issue			Com	parativ	ve Data	1
Complaints by issue	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	2018Thru09- 30
Appointment/Hire	10	4	6	8	18	10
Assignment of Duties	18	33	29	38	38	36
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	8
Suspension	6	4	3	10	8	9
Removal	2	3	0	0	5	4
Duty Hours	1	1	2	4	3	6
Perf. Eval./ Appraisal	12	19	21	22	34	32
Examination/Test	1	2	2	2	0	1
Harassment						
Non-Sexual	52	97	81	87	105	85
Sexual	6	6	5	10	13	8

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	51	
Reassignment		1							
Denied		5	9		3	8	21	9	
Directed		6	18		1	15	29	20	
Reasonable Accommodation Disability	on	2	4	1	0	12	18	18	
Reinstatement		1	0		0	0	0	1	
Religious Accommodation	1	0	0		0	1	1	0	
Retirement		0	0		3	3	0	1	
Sex-Stereotyping		0	0	(0	1	0	0	
Telework		0	0	(0	5	4	5	
Termination		5	10		8	6	8	12	
Terms/Conditions of Empl	oyment	6	18	1	4	36	50	57	
Time and Attendance		11	9	1	4	20	34	18	
Training		10	4	1	1	15	15	7	
Other									
			Co	mp	ara	tive l	Data		
Processing Time]	Previou	s Fisca	l Y	ear	Data		2018Thru09-	
	2013	2014	201	5	20	16	2017	30	
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	363.83	
Average number of days in final action	143.12	117.20	150.0	06	147	7.72	195.93	124.31	
Complaint pending during	g during fiscal year where hearing was requested								

With Hearing	0	0	0	0	6	100	1	33	0	0	1	100	
Without Hearing	0	0	0	0	0	0	2	67	2	100	0 0 00		
Total Number Findings	0		0		6		3		2		1		
	#	%	#	%	#	%	#	%	#	%	#	%	
Actions Finding Discrimination	20)13	20)14	2	015	2	016	2	017		30	
Total Final Agency			Pre	viou	s Fi	scal Y	Yea	r Dat	ta		2018	Thru09-	
						Com	par	ative	Da	nta			
Total Complaints Withdray Complainants	wn by	,	17		24	15	5	16		17	14		
Com	plain	ts V	Vith	drav	vn b	y Co	mp	laina	nts				
Average days pending price dismissal	or to		323		790	27	5	403		206		295	
Total Complaints Dismisse Agency	ed by		5		5	8		12		19		21	
			201	3 2	014	201	5	2016	5 2	2017		30	
Complaints Dismissed Agency	l by	Ì	P	revi	ious	Fisca	al Y	ear l	Dat	a	2018Thru0		
						С	om	para	tive	Data	ata		
Average number of days in final action	217.	77	173	.80	21	5.49	19	6.76	34	10.74	3	48.77	
Average number of days in investigation	408.	43	436	.71	28	7.87	27	8.81	32	28.29	3	48.90	
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					9.62		54.96				
Average number of days in investigation	413.	20	455	.30	30	8.50	293.17		25	54.35	3	72.12	

Findings of	ed Comparative Data											
Discrimination Rendered by Basis			Pre	viou	s Fi	scal	Yea	ar Da	ta		2018	Thru09-
Note: Complaints can be	20)13	20)14	20)15	2	016	2	017		30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		4		7		2		2		1	
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	1	100
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	1	100
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	1	1	1	1	1	1	1	1	1	1	1
Findings After Hearing	0		0		0		1		0		1	
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	1	100
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

			-									
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	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	100	0	0	0	0
Findings Without Hearing	0		4		0		1		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	0	0	0	0	0	0
Sex	0	0	2	50	0	0	1	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	0	0	0	0	0	0
						Com	ipai	rative	Da	ta		
Findings of Discrimination Rendered		J	Prev	vious	s Fis	scal `	Yea	r Dat	a		2018	Thru09-
by Issue	20	13	20	14	20	015		2016	2	017		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		4		7		2		2		1	
Appointment/Hire	0	0	0	0	0	0	1	50	0	0	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												
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	1	100
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
		0		23		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		1	
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				1				1			1	
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	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		<u> </u>		1		1		1			1	1
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												
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	parativ	ve Data	l
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious 1	Fiscal Y	Year D	ata	2018Thru09-
	2013	2014	2015	2016	2017	30
Total complaints from previous Fiscal Years	202	233	265	277	340	410
Total Complainants	198	232	252	259	300	350
Number complaints pending		·	·	-		
Investigation	50	27	7	2	11	28
ROI issued, pending Complainant's action	9	1	1	0	9	12
Hearing	116	166	201	218	248	244
Final Agency Action	25	30	44	35	31	84
Appeal with EEOC Office of Federal Operations	71	93	49	91	97	105
			Com	parati	ve Data	l
Complaint Investigations	Pro	evious 1	Fiscal Y	Year D	ata	2018Thru09-
	2013	2014	2015	2016	2017	30
Pending Complaints Where Investigations Exceed Required Time Frames	95	55	35	20	34	55