

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

ICE (and below)

For 1st Quarter 2013 for period ending December 31, 2012

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	156	198	222	204	154	154
Number of Complainants	156	198	222	204	152	152
Repeat Filers	0	0	0	0	3	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	49	59	73	85	60	60
Color	6	14	30	34	14	14
Religion	3	6	9	10	8	8
Reprisal	79	68	95	117	72	72
Sex	51	57	63	80	52	52
PDA	0	0	0	0	0	0
National Origin	20	36	35	44	47	47
Equal Pay Act	0	0	0	1	0	0
Age	49	70	66	79	54	54

Disability	23	33	39	45	28	28
Genetics	0	0	0	0	1	1
Non-EEO	0	3	9	16	9	9
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Appointment/Hire	1	5	12	1	7	7
Assignment of Duties	9	17	12	10	14	14
Awards	5	2	5	11	2	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	0	0	1	1
Reprimand	9	0	11	22	3	3
Suspension	6	5	9	5	6	6
Removal	4	3	2	2	4	4
Other	0	0	0	0	0	0
Duty Hours	1	2	4	5	1	1
Perf. Eval./ Appraisal	12	14	23	26	12	12
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	35	60	78	94	60	60
Sexual	2	5	3	11	4	4
Medical Examination	0	0	5	3	1	1
Pay including overtime	1	0	1	17	3	3
Promotion/Non-Selection	34	53	47	50	44	44
Reassignment						
Denied	2	1	7	12	9	9
Directed	4	3	7	34	7	7

Reasonable Accommodation Disability	4	7	5	2	2	2
Reinstatement	1	0	0	0	1	1
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	3	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	14	15	28	17	6	6
Terms/Conditions of Employment	25	8	52	91	26	26
Time and Attendance	5	2	6	5	7	7
Training	7	3	4	7	7	7
Other						
Workforce transformation	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	196.15	211.11	217.32	217.10	301.25	301.25
Average number of days in final action	1,105.86	784.86	1,019.14	423.24	131.41	131.41
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	200.97	213.63	218.31	216.93	315.59	315.59
Average number of days in final action	0	0	0	0	26.34	26.34
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	192.66	209.41	216.59	217.21	287.89	287.89
Average number of	1,105.86	784.86	1,019.14	423.24	321.52	321.52

days in final action												
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
	2008	2009	2010	2011	2012							
Total Complaints Dismissed by Agency	53	31	36	25	9							9
Average days pending prior to dismissal	400	448	635	165	343							343
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	13	4	10	20	11							11
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
	2008	2009	2010	2011	2012							
		#	%	#	%	#	%	#	%	#	%	#
Total Number Findings	0		3		1		0		3		3	
Without Hearing	0	0	3	100	1	100	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	3	100	3	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
	2008	2009	2010	2011	2012							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		0		3		3	
Race	0	0	1	33	0	0	0	0	1	33	1	33
Color	0	0	0	0	0	0	0	0	2	67	2	67
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	3	100	3	100
Sex	0	0	2	67	1	100	0	0	1	33	1	33
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	0	0	0	0

Disability	0	0	1	33	0	0	0	0	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	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013Thru12- 31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		0		3		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	100	0	0	1	33	1	33
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	1	33	1	33
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	1	33	0	0	0	0	0	0	0	0
Other	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	1	33	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	0	0	1	33	1	33
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	1	100	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	33	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	100	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	1	100	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	1	33	0	0	0	0	0	0	0	0
Other	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	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	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	1	100	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	33	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	100	0	0	0	0	0	0
Directed	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	33	0	0	0	0	0	0	0	0

Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Workforce transformation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2013Thru12-31					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Total complaints from previous Fiscal Years	330	290	317	330	283	283						
Total Complainants	330	290	317	330	277	277						
Number complaints pending												
Investigation	22	19	17	22	50	50						
ROI issued, pending Complainant's action	1	0	0	0	0	0						
Hearing	81	77	75	90	71	71						
Final Agency Action	40	26	28	16	20	20						
Appeal with EEOC Office of Federal Operations	3	4	4	26	44	44						
Complaint Investigations	Comparative Data						2013Thru12-31					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Pending Complaints Where Investigations Exceed Required Time Frames	41	36	30	59	106	106						