

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

ICE (and below)

For 1st Quarter 2014 for period ending December 31, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
Number of Complaints Filed	198	222	204	154	153	153
Number of Complainants	198	222	204	152	153	153
Repeat Filers	0	0	0	3	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	59	73	85	60	57	57
Color	14	30	34	14	17	17
Religion	6	9	10	8	8	8
Reprisal	68	95	117	72	67	67
Sex	57	63	80	52	62	62
PDA	0	0	0	0	1	1
National Origin	36	35	44	47	33	33
Equal Pay Act	0	0	1	0	0	0
Age	70	66	79	54	66	66

Disability	33	39	45	28	25	25
Genetics	0	0	0	1	1	1
Non-EEO	3	9	16	9	10	10
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	5	12	1	7	10	10
Assignment of Duties	17	12	10	14	18	18
Awards	2	5	11	2	3	3
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	1	0	0
Reprimand	0	11	22	3	4	4
Suspension	5	9	5	6	6	6
Removal	3	2	2	4	2	2
Other	0	0	0	0	0	0
Duty Hours	2	4	5	1	1	1
Perf. Eval./ Appraisal	14	23	26	12	12	12
Examination/Test	0	0	1	0	1	1
Harassment						
Non-Sexual	60	78	94	60	52	52
Sexual	5	3	11	4	6	6
Medical Examination	0	5	3	1	1	1
Pay including overtime	0	1	17	3	3	3
Promotion/Non-Selection	53	47	50	44	72	72
Reassignment						
Denied	1	7	12	9	5	5
Directed	3	7	34	7	6	6

Reasonable Accommodation Disability	7	5	2	2	2	2
Reinstatement	0	0	0	1	1	1
Religious Accommodation	0	0	0	0	0	0
Retirement	0	3	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	15	28	17	6	5	5
Terms/Conditions of Employment	8	52	91	26	6	6
Time and Attendance	2	6	5	7	11	11
Training	3	4	7	7	10	10
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					2014Thru12-31
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	211.11	217.32	217.10	301.25	411.12	411.12
Average number of days in final action	784.86	1,019.14	423.24	131.41	143.12	143.12
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	213.63	218.31	216.93	315.59	413.20	413.20
Average number of days in final action	0	0	0	26.34	54.91	54.91
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	209.41	216.59	217.21	287.89	408.43	408.43
Average number of	784.86	1,019.14	423.24	321.52	217.77	217.77

Time and Attendance	0	0	1	100	0	0	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						2014Thru12-31					
	Previous Fiscal Year Data											
	2009	2010	2011	2012	2013							
Total complaints from previous Fiscal Years	290	317	330	283	202	202						
Total Complainants	290	317	330	277	198	198						
Number complaints pending												
Investigation	19	17	22	50	50	50						
ROI issued, pending Complainant's action	0	0	0	0	9	9						
Hearing	77	75	90	71	116	116						
Final Agency Action	26	28	16	20	25	25						
Appeal with EEOC Office of Federal Operations	4	4	26	44	71	71						
Complaint Investigations	Comparative Data						2014Thru12-31					
	Previous Fiscal Year Data											
	2009	2010	2011	2012	2013							
Pending Complaints Where Investigations Exceed Required Time Frames	36	30	59	106	95	95						