

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

ICE (and below)

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

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
Number of Complaints Filed	198	222	204	154	153	28
Number of Complainants	198	222	204	152	153	28
Repeat Filers	0	0	0	3	0	0

Complaints by Basis	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	
Race	59	73	85	60	56	17
Color	14	30	34	14	16	3
Religion	6	9	10	8	8	1
Reprisal	68	95	117	72	66	14
Sex	57	63	80	52	60	12
PDA	0	0	0	0	1	2

National Origin	36	35	44	47	31	5
Equal Pay Act	0	0	1	0	0	3
Age	70	66	79	54	66	10
Disability	33	39	45	28	26	2
Genetics	0	0	0	1	1	0
Non-EEO	3	9	16	9	10	1
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	1
Assignment of Duties	17	12	10	14	18	1
Awards	2	5	11	2	3	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	1	0	0
Reprimand	0	11	22	3	4	1
Suspension	5	9	5	6	7	0
Removal	3	2	2	4	2	0
Other	0	4	4	1	5	0
Duty Hours	2	4	5	1	1	0
Evaluation Appraisal	14	23	26	12	12	3
Examination/Test	0	0	1	0	1	0
Harassment						
Non-Sexual	60	78	94	60	54	11

Sexual	5	3	11	4	6	1
Medical Examination	0	5	3	1	1	0
Pay (Including Overtime)	0	1	17	3	3	2
Promotion/Non-Selection	53	47	50	44	71	3
Reassignment						
Denied	1	7	12	9	5	2
Directed	3	7	34	7	6	3
Reasonable Accommodation	7	5	2	2	2	0
Reinstatement	0	0	0	1	1	0
Retirement	0	3	1	0	0	0
Termination	15	28	17	6	4	2
Terms/Conditions of Employment	8	52	91	26	6	5
Time and Attendance	2	6	5	7	10	1
Training	3	4	7	7	8	1
Other	18	15	21	2	4	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	412.93	557.56
Average number of days in final action	784.86	1,019.14	423.24	131.41	230.80	320.70
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	213.63	218.31	216.93	315.59	421.94	642.89

Average number of days in final action	0	0	0	26.34	22.82	30.33						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	209.41	216.59	217.21	287.89	400.98	432.85						
Average number of days in final action	784.86	1,019.14	423.24	321.52	309.69	445.14						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2014Thru12-31						
	2009	2010	2011	2012	2013							
Total Complaints Dismissed by Agency	31	36	25	9	5	2						
Average days pending prior to dismissal	448	635	165	343	323	1344						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	4	10	20	11	18	5						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2014Thru12-31	
	2009	2010	2011	2012	2013							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		0		3		0		0	
Without Hearing	3	100	1	100	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	3	100	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014Thru12-31	
<i>Note: Complaints can be</i>	2009	2010	2011	2012	2013							

Conversion to Full-time	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	33	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	1	33	0	0	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
Evaluation Appraisal	0	0	0	0	0	0	1	33	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	1	33	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	1	100	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	1	100	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	1	100	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	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
Retirement	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	1	33	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	33	0	0	0	0

Pay (Including Overtime)	0	0	1	100	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	1	100	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	1	100	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	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
Retirement	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	1	33	0	0	0	0	0	0	0	0	0	0
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 Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2014Thru12-31						
	2009	2010	2011	2012	2013							
Total complaints from previous Fiscal Years	290	317	330	283	297	347						
Total Complainants	290	317	330	277	291	342						
Number complaints pending												
Investigation	19	17	22	50	35	108						
ROI issued, pending Complainant's action	0	0	0	0	4	13						
Hearing	77	75	90	71	106	122						
Final Agency Action	26	28	16	20	15	24						
Appeal with EEOC Office of Federal Operations	4	4	26	44	47	49						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	36	30	59	106	101	100