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

ICE (and below)

For 2nd Quarter 2014 for period ending March 31, 2014

		Comparative Data												
Complaint Activity	Pr	evious	Fiscal	Year 1	Data	20	2014Th02 21							
	2009	2010	2011	2012	2 201)14Thru03-31							
Number of Complaints Filed	198	222	204	154 15		3	185							
Number of Complainants	198	222	204	152	15.	3	182							
Repeat Filers	0	0	0	3	0		2							
C. I. L. D.				Com	parati	ve Dat	ta							
Complaints by Basis		Pre	vious l	Fiscal `	Year I	Data								
Note: Complaints can be filed a multiple bases. The sum of the landy not equal total complaints	bases	2009	2010	2011	2012	2013	2014Thru03- 31							
Race		59	73	85	60	57	70							
Color		14	30	34	14	17	23							
Religion		6	9	10	8	8	10							
Reprisal		68	95	117	72	67	90							
Sex		57	63	80	52	62	91							
PDA		0	0	0	0	1	4							
National Origin		36	35	44	47	33	36							
Equal Pay Act		0	0	1	0	0	5							
Age		70	66	79	54	66	79							

Disability	33	39	45	28	25	37
Genetics	0	0	0	1	1	1
Non-EEO	3	9	16	9	10	13
Complete to be Income			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014Thru03- 31
Appointment/Hire	5	12	1	7	10	4
Assignment of Duties	17	12	10	14	18	33
Awards	2	5	11	2	3	1
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	4
Removal	3	2	2	4	2	3
Other	0	0	0	0	0	0
Duty Hours	2	4	5	1	1	1
Perf. Eval./ Appraisal	14	23	26	12	12	19
Examination/Test	0	0	1	0	1	2
Harassment		-	-	-		
Non-Sexual	60	78	94	60	52	97
Sexual	5	3	11	4	6	6
Medical Examination	0	5	3	1	1	0
Pay including overtime	0	1	17	3	3	9
Promotion/Non-Selection	53	47	50	44	72	31
Reassignment						
Denied	1	7	12	9	5	9
Directed	3	7	34	7	6	18

Reasonable Accommodation	Disabilit	ty	7	5		2	2	2 2		4	
Reinstatement			0	0		0	1		1	0	
Religious Accommodation			0	0		0	0	0		0	
Retirement			0	3		1	0		0	0	
Sex-Stereotyping			0	0		0			0	0	
Telework			0	0		0	0		0	0	
Termination			15	28	1	7	6		5	10	
Terms/Conditions of Employ	ment		8	52	9	91	26		6	18	
Time and Attendance			2	6		5	7		11	9	
Training			3	4	,	7	7		10	4	
Other											
Workforce transformati	on		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	
				Com	pa	ırati	ve I	Dat	a		
Processing Time		Pre	vious l	Fiscal \	Ye	ar D	ata			2014Thru03-	
	2009	2	2010	2011		201	12	2	013	31	
Complaints pending during f	iscal year	r									
Average number of days in investigation	211.11	2	17.32	217.10	0	301.25		.25 411.12		448.95	
Average number of days in final action	784.86	1,0)19.14	423.24	4	131.	.41	14	3.12	117.20	
Complaint pending during fi	scal year	wh	ere hea	ring wa	as	requ	este	ed			
Average number of days in investigation	213.63	2	18.31	216.93	3	315.59		9 413.2		455.30	
Average number of days in final action	0		0	0		26	34	54.91		37.96	
Complaint pending during fi	scal year	wh	ere hea	ring wa	as	not	requ	iest	ed		
Average number of days in investigation	209.41	2	16.59	217.21		287.89		.89 408.43		436.71	
J J											

days in final action													
							Cor	npa	arati	ve	Dat	a	
Complaints Dismissed by Age	ency		P	rev	vious	Fig	scal	Ye	ar D	ata		20147	hru03-
			200	9	2010	2	011	20	012	2013		31	
Total Complaints Dismissed by Agency			31		36		25		9	5			5
Average days pending prior to dismissal			44	8	635		165	3	43	32	3	7	90
Complain	ts W	ith	ıdra	aw	n by	Co	mpl	ain	ants				
Total Complaints Withdrawn by Complainants			4		10		20		11	1′	7	2	24
						C	omp	ara	ative	Da	ıta		
Total Final Agency Actions		Previous Fiscal Year Data 2014Thru03-											
Finding Discrimination	2	2009		20	010	20	11	20)12	20	13		31
	#	9	⁄o	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3			1		0		3		0		0	
Without Hearing	3	10	00	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						(Com	pai	rativ	e D	ata		
Rendered by Basis			Pr	·ev	ious]	Fis	cal `	Yea	ar Da	ata		2014	Thru03-
Note: Complaints can be filed		20	09	2	010	20	011	2	012	20)13		31
alleging multiple bases. The sum the bases may not equal total complaints and findings.	of	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		3		1		0		3		0		4	
Race		1	33	0	0	0	0	1	33	0	0	3	75
Color		0	0	0	0	0	0	2	67	0	0	1	25
Religion		0	0	0	0	0	0	0	0	0	0	0	0
Reprisal		0	0	1	100	0	0	3	100	0	0	2	50
Sex		2	67	1	100	0	0	1	33	0	0	2	50
PDA		0	0	0	0	0	0	0	0	0	0	0	0
National Origin		0	0	1	100	0	0	0	0	0	0	1	25

Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	0	0	1	33	0	0	2	50
Disability	1	33	0	0	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	1	25
indings After Hearing	0		0		0		3		0		0	
Race	0	0	0	0	0	0	1	33	0	0	0	0
Color	0	0	0	0	0	0	2	67	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	3	100	0	0	0	0
Sex	0	0	0	0	0	0	1	33	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	1	33	0	0	0	0
Disability	0	0	0	0	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
	-						1					
indings Without Hearing	3		1		0		0		0		4	
Race	1	33	0	0	0	0	0	0	0	0	3	75
Color	0	0	0	0	0	0	0	0	0	0	1	25
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	2	50
Sex	2	67	1	100	0	0	0	0	0	0	2	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	0	0	1	25
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	0	0	0	0	0	0	2	50

Disability	1	33	0	0	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	1	25
					C	om]	pai	rativ	ve l	Data	Į.	
Findings of Discrimination		Pr	evi	ous F	isc	al Y	Zea	r D	ata		20147	Thru03-
Rendered by Issue	20	009	2	010	20)11	20)12	20)13		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		0		3		0		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	0	0	1	33	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	33	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	25
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
Perf. Eval./ 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	3	75
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	2	50
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	1	25
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	1	25
Terms/Conditions of Employment	1	33	0	0	0	0	0	0	0	0	2	50
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
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
Findings After Hearing	0		0		0		3		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	33	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>	1		I	1	l	1	I	1	<u> </u>	I	
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	0	0	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

Perf. Eval./ 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	0	0	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	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment		-								-		
Denied	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	33	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
Findings Without Hearing	3		1		0		0		0		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	1	100	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	0	0	0	0	0	0	0	0	1	25
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
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	1	100	0	0	0	0	0	0	3	75
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	2	50
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	1	25
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	1	25
Terms/Conditions of Employment	1	33	0	0	0	0	0	0	0	0	2	50

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												1
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
			Comparative D								ta	
Pending Complaints Filed in Previous Fiscal Years by Status		P	re	vious	Fi	iscal	Ye	ear I)a	ta	2014	Thru03-
Trevious risear rears by Status		200	09	2010	12	2011	2	012	2	013		31
Total complaints from previous Fisca Years	ıl	29	0	317		330	2	283		202		233
Total Complainants		29	0	317		330	1	277	1	98		232
Number complaints pending												
Investigation		19	9	17		22		50		50		27
ROI issued, pending Complainant's action		0		0		0		0		9		1
Hearing		7	7	75	Ì	90	90 7		1	16	166	
Final Agency Action		20	6	28	Ì	16		20		25		30
Appeal with EEOC Office of Federal Operations		4	-	4		26		44		71	93	
						Con	np	arat	ive	Da	ta	
Complaint Investigations		P	re	vious	Fi	iscal	Y	ear I)a	ta	2014	Thru03-
		200	09	2010	1	2011	2	012	2	013		31
Pending Complaints Where Investigations Exceed Required Time Frames	•	30	6	30		59		106		95		55