

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

## ICE (and below)

For 4th Quarter 2012 for period ending September 30, 2012

\*\*Mixed Cases are Included in this report.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru09-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	167	156	198	222	204	154
Number of Complainants	167	156	198	222	204	152
Repeat Filers	0	0	0	0	0	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	55	49	59	73	85	60
Color	16	6	14	30	34	14
Religion	6	3	6	9	10	8
Reprisal	76	79	68	95	117	68
Sex	59	51	57	63	80	52
PDA	0	0	0	0	0	0

National Origin	43	20	36	35	44	46
Equal Pay Act	0	0	0	0	1	0
Age	52	49	70	66	79	54
Disability	28	23	33	39	45	28
Genetics	0	0	0	0	0	1
Non-EEO	0	0	3	9	16	8
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Appointment/Hire	3	1	5	12	1	6
Assignment of Duties	7	9	17	12	10	11
Awards	5	5	2	5	11	1
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	1	0	0	1
Reprimand	10	9	0	11	22	3
Suspension	7	6	5	9	5	6
Removal	4	4	3	2	2	4
Other	1	0	0	4	4	1
Duty Hours	1	1	2	4	5	1
Evaluation Appraisal	10	12	14	23	26	11
Examination/Test	0	0	0	0	1	0
<b>Harassment</b>						
Non-Sexual	39	35	60	78	94	58

Sexual	5	2	5	3	11	4
Medical Examination	2	0	0	5	3	1
Pay (Including Overtime)	4	1	0	1	17	3
Promotion/Non-Selection	48	34	53	47	50	44
<b>Reassignment</b>						
Denied	13	2	1	7	12	9
Directed	13	4	3	7	34	6
Reasonable Accommodation	9	4	7	5	2	2
Reinstatement	0	1	0	0	0	1
Retirement	1	0	0	3	1	0
Termination	10	14	15	28	17	4
Terms/Conditions of Employment	41	25	8	52	91	24
Time and Attendance	8	5	2	6	5	6
Training	6	7	3	4	7	6
Other	2	21	18	15	21	2
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru09-30</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Complaints pending during fiscal year						
Average number of days in investigation	459.22	196.15	211.11	217.32	217.10	301.76
Average number of days in final action	662.92	1,105.86	784.86	1,019.14	423.24	131.56
Complaint pending during fiscal year where hearing was requested						
Average number of days in	443.03	200.97	213.63	218.31	216.93	322.03

investigation												
Average number of days in final action	0	0	0	0	0	0	0	0	0	0	25.97	
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	470.20	192.66	209.41	216.59	217.21	285.46						
Average number of days in final action	662.92	1,105.86	784.86	1,019.14	423.24	309.14						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru09-30</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total Complaints Dismissed by Agency	46	53	31	36	25	9						
Average days pending prior to dismissal	334	400	448	635	165	343						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	24	13	4	10	20	10						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru09-30</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	3		0		3		1		0		3	
Without Hearing	3	100	0	0	3	100	1	100	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	3	100
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru09-</b>	





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	0	0	0	0	1	33
Suspension	1	33	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	33	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	0	0	0	0	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	33	0	0	0	0	1	100	0	0	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)	1	33	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	33	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	1	33	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	1	33	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	100	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	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	0	0	0	0	1	33
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	3		0		3		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	67	0	0	0	0	1	100	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0
Suspension	1	33	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	33	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	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

Non-Sexual	1	33	0	0	0	0	1	100	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)	1	33	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	33	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	1	33	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	1	33	0	0	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2012Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total complaints from previous Fiscal Years	357	330	290	317	330	288						
Total Complainants	357	330	290	317	330	282						
<b>Number complaints pending</b>												
Investigation	44	22	19	17	22	51						
ROI issued, pending Complainant's action	0	1	0	0	0	0						

Hearing	74	81	77	75	90	81
Final Agency Action	36	40	26	28	16	13
Appeal with EEOC Office of Federal Operations	1	3	4	4	26	41
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru09-30</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	70	41	36	30	59	111