

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

## ICE (and below)

For 4th Quarter 2014 for period ending September 30, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	198	222	204	154	153	185
Number of Complainants	198	222	204	152	153	182
Repeat Filers	0	0	0	3	0	2

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	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>	2009	2010	2011	2012	2013	30
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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						
Denied	1	7	12	9	5	9
Directed	3	7	34	7	6	18

Reasonable Accommodation Disability	7	5	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	0
Telework	0	0	0	0	0	0
Termination	15	28	17	6	5	10
Terms/Conditions of Employment	8	52	91	26	6	18
Time and Attendance	2	6	5	7	11	9
Training	3	4	7	7	10	4
<b>Other</b>						
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014Thru09-30</b>
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Complaints pending during fiscal year						
Average number of days in investigation	211.11	217.32	217.10	301.25	411.12	448.95
Average number of days in final action	784.86	1,019.14	423.24	131.41	143.12	117.20
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	455.30
Average number of days in final action	0	0	0	26.34	54.91	37.96
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	436.71
Average number of	784.86	1,019.14	423.24	321.52	217.77	173.80















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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2014Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Total complaints from previous Fiscal Years	290	317	330	283	202	233						
Total Complainants	290	317	330	277	198	232						
<b>Number complaints pending</b>												
Investigation	19	17	22	50	50	27						
ROI issued, pending Complainant's action	0	0	0	0	9	1						
Hearing	77	75	90	71	116	166						
Final Agency Action	26	28	16	20	25	30						
Appeal with EEOC Office of Federal Operations	4	4	26	44	71	93						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2014Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	36	30	59	106	95	55						