

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

## ICE (and below)

For 1st Quarter 2017 for period ending December 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	154	153	185	178	213	49
Number of Complainants	152	153	182	173	199	42
Repeat Filers	3	0	2	4	10	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	2017Thru12-31
Race	60	57	70	70	84	30
Color	14	17	23	17	29	16
Religion	8	8	10	10	12	8
Reprisal	72	67	90	88	128	28
Sex	52	62	91	61	90	25
PDA	0	1	4	7	3	0

National Origin	47	33	36	36	54	17
Equal Pay Act	0	0	5	2	0	2
Age	54	66	79	60	98	27
Disability	28	25	37	33	43	7
Genetics	1	1	1	0	0	0
Non-EEO	9	10	13	8	19	3
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Appointment/Hire	7	10	4	6	8	1
Assignment of Duties	14	18	33	29	38	5
Awards	2	3	1	3	4	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	0	0
Reprimand	3	4	4	4	6	2
Suspension	6	6	4	3	10	2
Removal	4	2	3	0	0	0
Other	0	0	0	0	0	2
Duty Hours	1	1	1	2	4	1
Perf. Eval./ Appraisal	12	12	19	21	22	4
Examination/Test	0	1	2	2	2	0
<b>Harassment</b>						
Non-Sexual	60	52	97	81	87	21

Sexual	4	6	6	5	10	2
Medical Examination	1	1	0	1	1	1
Pay including overtime	3	3	9	19	11	5
Promotion/Non-Selection	44	72	31	45	94	25
<b>Reassignment</b>						
Denied	9	5	9	3	8	5
Directed	7	6	18	1	15	5
Reasonable Accommodation Disability	2	2	4	10	12	2
Reinstatement	1	1	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	0	0	0	3	3	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	0	0	0	5	0
Termination	6	5	10	8	6	1
Terms/Conditions of Employment	26	6	18	14	36	6
Time and Attendance	7	11	9	14	20	4
Training	7	10	4	11	15	2
<b>Other</b>						
Workforce transformation	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	1
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>2017Thru12-31</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	

Complaints pending during fiscal year													
Average number of days in investigation		301.25	411.12	448.95	301.06	285.73	250.67						
Average number of days in final action		131.41	143.12	117.20	150.06	147.72	185.86						
Complaint pending during fiscal year where hearing was requested													
Average number of days in investigation		315.59	413.20	455.30	308.50	293.17	237.62						
Average number of days in final action		26.34	54.91	37.96	69.09	98.45	105.30						
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		287.89	408.43	436.71	287.87	278.81	265.43						
Average number of days in final action		321.52	217.77	173.80	216.49	196.76	272.90						
<b>Complaints Dismissed by Agency</b>		<b>Comparative Data</b>											
		<b>Previous Fiscal Year Data</b>								<b>2017Thru12-31</b>			
		<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total Complaints Dismissed by Agency		9	5	5	8	12	3						
Average days pending prior to dismissal		343	323	790	275	403	478						
<b>Complaints Withdrawn by Complainants</b>													
Total Complaints Withdrawn by Complainants		11	17	24	15	16	3						
<b>Total Final Agency Actions Finding Discrimination</b>		<b>Comparative Data</b>											
		<b>Previous Fiscal Year Data</b>								<b>2017Thru12-31</b>			
		<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</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		0		6		3		0	

Without Hearing	0	0	0	0	0	0	0	0	0	2	67	0	0
With Hearing	3	100	0	0	0	0	6	100	1	33	0	0	
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2017Thru12-31</b>		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</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>	
<b>Total Number Findings</b>	3		0		4		7		2		0		
Race	1	33	0	0	3	75	0	0	0	0	0	0	
Color	2	67	0	0	1	25	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	3	100	0	0	2	50	0	0	1	50	0	0	
Sex	1	33	0	0	2	50	0	0	2	100	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	1	25	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	1	33	0	0	2	50	0	0	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	1	25	0	0	1	50	0	0	
<b>Findings After Hearing</b>	3		0		0		0		1		0		
Race	1	33	0	0	0	0	0	0	0	0	0	0	
Color	2	67	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	3	100	0	0	0	0	0	0	1	100	0	0	











transformation												
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>Findings Without Hearing</b>	0		0		4		1		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	0	0
Assignment of Duties	0	0	0	0	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	1	25	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	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	0	0	3	75	0	0	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	2	50	1	100	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	25	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	1	25	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	2	50	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	1	100	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>2017Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total complaints from previous Fiscal Years	283	202	233	265	277	424						
Total Complainants	277	198	232	252	259	376						
<b>Number complaints pending</b>												

Investigation	50	50	27	7	2	84
ROI issued, pending Complainant's action	0	9	1	1	0	10
Hearing	71	116	166	201	218	256
Final Agency Action	20	25	30	44	35	31
Appeal with EEOC Office of Federal Operations	44	71	93	49	91	91
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru12-31</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	106	95	55	35	20	11