

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

ICE (and below)

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	154	153	185	178	213	227
Number of Complainants	152	153	182	173	199	207
Repeat Filers	3	0	2	4	10	13
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	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	2017Thru09-30
Race	60	57	70	70	84	96
Color	14	17	23	17	29	49
Religion	8	8	10	10	12	15
Reprisal	72	67	90	88	128	127
Sex	52	62	91	61	90	88
PDA	0	1	4	7	3	0

National Origin	47	33	36	36	54	64
Equal Pay Act	0	0	5	2	0	5
Age	54	66	79	60	98	98
Disability	28	25	37	33	43	58
Genetics	1	1	1	0	0	0
Non-EEO	9	10	13	8	19	15
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
<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	
Appointment/Hire	7	10	4	6	8	18
Assignment of Duties	14	18	33	29	38	38
Awards	2	3	1	3	4	5
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	3	4	4	4	6	13
Suspension	6	6	4	3	10	8
Removal	4	2	3	0	0	5
Duty Hours	1	1	1	2	4	3
Perf. Eval./ Appraisal	12	12	19	21	22	34
Examination/Test	0	1	2	2	2	0
Harassment						
Non-Sexual	60	52	97	81	87	105
Sexual	4	6	6	5	10	13

Medical Examination	1	1	0	1	1	4
Pay including overtime	3	3	9	19	11	18
Promotion/Non-Selection	44	72	31	45	94	77
Reassignment						
Denied	9	5	9	3	8	21
Directed	7	6	18	1	15	29
Reasonable Accommodation Disability	2	2	4	10	12	18
Reinstatement	1	1	0	0	0	0
Religious Accommodation	0	0	0	0	1	1
Retirement	0	0	0	3	3	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	0	0	0	5	4
Termination	6	5	10	8	6	8
Terms/Conditions of Employment	26	6	18	14	36	50
Time and Attendance	7	11	9	14	20	34
Training	7	10	4	11	15	15
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	301.25	411.12	448.95	301.06	285.73	281.87
Average number of days in final action	131.41	143.12	117.20	150.06	147.72	195.93
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	254.35						
Average number of days in final action	26.34	54.91	37.96	69.09	98.45	89.62						
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	328.29						
Average number of days in final action	321.52	217.77	173.80	216.49	196.76	340.74						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2017Thru09-30	
	2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency	9	5	5	8	12	19						
Average days pending prior to dismissal	343	323	790	275	403	206						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	11	17	24	15	16	17						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2017Thru09-30	
	2012	2013	2014	2015	2016							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		0		6		3		2	
Without Hearing	0	0	0	0	0	0	0	0	2	67	2	100
With Hearing	3	100	0	0	0	0	6	100	1	33	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2017Thru09-30	
<i>Note: Complaints can be</i>	2012	2013	2014	2015	2016							

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	1	33	0	0	0	0	0	0	1	50	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
Duty Hours	0	0	0	0	0	0	0	0	1	50	0	0
Perf. Eval./ Appraisal	1	33	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	1	50
Harassment												
Non-Sexual	1	33	0	0	3	75	5	71	1	50	0	0
Sexual	0	0	0	0	0	0	1	14	1	50	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	14	1	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	25	1	14	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	14	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	3	43	1	50	1	50
Time and Attendance	0	0	0	0	0	0	1	14	1	50	0	0
Training	1	33	0	0	0	0	1	14	0	0	0	0
Other - User Define												
Findings After Hearing	3		0		0		6		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	33	0	0	0	0	1	17	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	1	33	0	0	0	0	0	0	1	100	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
Duty Hours	0	0	0	0	0	0	0	0	1	100	0	0
Perf. Eval./ Appraisal	1	33	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	5	83	1	100	0	0
Sexual	0	0	0	0	0	0	1	17	1	100	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	1	100	0	0
Reassignment												

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	1	50
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	1	50
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												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2017Thru09-	

	2012	2013	2014	2015	2016	30
Total complaints from previous Fiscal Years	283	202	233	265	277	340
Total Complainants	277	198	232	252	259	300
Number complaints pending						
Investigation	50	50	27	7	2	11
ROI issued, pending Complainant's action	0	9	1	1	0	9
Hearing	71	116	166	201	218	248
Final Agency Action	20	25	30	44	35	31
Appeal with EEOC Office of Federal Operations	44	71	93	49	91	97
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	106	95	55	35	20	34