

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

ICE (and below)

For 2nd Quarter 2015 for period ending March 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	222	204	154	153	185	93
Number of Complainants	222	204	152	153	182	92
Repeat Filers	0	0	3	0	2	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	2015Thru03-31
Race	73	85	60	57	70	34
Color	30	34	14	17	23	10
Religion	9	10	8	8	10	7
Reprisal	95	117	72	67	90	50
Sex	63	80	52	62	91	32
PDA	0	0	0	1	4	4

National Origin	35	44	47	33	36	21
Equal Pay Act	0	1	0	0	5	1
Age	66	79	54	66	79	35
Disability	39	45	28	25	37	13
Genetics	0	0	1	1	1	0
Non-EEO	9	16	9	10	13	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	12	1	7	10	4	3
Assignment of Duties	12	10	14	18	33	16
Awards	5	11	2	3	1	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	11	22	3	4	4	4
Suspension	9	5	6	6	4	2
Removal	2	2	4	2	3	0
Other	4	4	1	5	5	1
Duty Hours	4	5	1	1	1	1
Evaluation Appraisal	23	26	12	12	19	12
Examination/Test	0	1	0	1	2	0
Harassment						
Non-Sexual	78	94	60	52	97	42

Sexual	3	11	4	6	6	2
Medical Examination	5	3	1	1	0	1
Pay (Including Overtime)	1	17	3	3	9	8
Promotion/Non-Selection	47	50	44	72	31	24
Reassignment						
Denied	7	12	9	5	9	2
Directed	7	34	7	6	18	0
Reasonable Accommodation	5	2	2	2	4	4
Reinstatement	0	0	1	1	0	0
Retirement	3	1	0	0	0	0
Termination	28	17	6	5	10	4
Terms/Conditions of Employment	52	91	26	6	18	6
Time and Attendance	6	5	7	11	9	8
Training	4	7	7	10	4	9
Other	15	21	2	4	3	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	217.32	217.10	301.25	411.12	448.95	319.28
Average number of days in final action	1,019.14	423.24	131.41	143.12	117.20	114.38
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	218.31	216.93	315.59	413.20	455.30	331.26

Average number of days in final action	0	0	26.34	54.91	37.96	38.61						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	216.59	217.21	287.89	408.43	436.71	303.15						
Average number of days in final action	1,019.14	423.24	321.52	217.77	173.80	171.21						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2015Thru03-31						
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	36	25	9	5	5	3						
Average days pending prior to dismissal	635	165	343	323	790	307						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	10	20	11	17	24	6						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru03-31	
	2010	2011	2012	2013	2014							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		3		0		0		2	
Without Hearing	1	100	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	3	100	0	0	0	0	2	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru03-31	
<i>Note: Complaints can be</i>	2010	2011	2012	2013	2014							

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	1	33	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	25	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
Evaluation Appraisal	0	0	0	0	1	33	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	1	33	0	0	3	75	2	100
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	100	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	2	50	0	0
Reassignment												
Denied	1	100	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	25	1	50
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	1	25	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	2	50	2	100
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	33	0	0	0	0	0	0

Pay (Including Overtime)	1	100	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	2	50	0	0
Reassignment												
Denied	1	100	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	25	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	1	25	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	2	50	0	0
Time and Attendance	1	100	0	0	0	0	0	0	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2015Thru03-31
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014		
Total complaints from previous Fiscal Years	317	330	283	202	233	327	
Total Complainants	317	330	277	198	232	313	
Number complaints pending							
Investigation	17	22	50	50	27	39	
ROI issued, pending Complainant's action	0	0	0	9	1	20	
Hearing	75	90	71	116	166	211	
Final Agency Action	28	16	20	25	30	36	
Appeal with EEOC Office of Federal Operations	4	26	44	71	93	70	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	30	59	106	95	55	35