

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

ICE (and below)

For 4th Quarter 2016 for period ending September 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	204	154	153	185	178	213
Number of Complainants	204	152	153	182	173	199
Repeat Filers	0	3	0	2	4	10

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	85	60	57	70	70	84
Color	34	14	17	23	17	29
Religion	10	8	8	10	10	12
Reprisal	117	72	67	90	88	128
Sex	80	52	62	91	61	90
PDA	0	0	1	4	7	3
National Origin	44	47	33	36	36	54
Equal Pay Act	1	0	0	5	2	0
Age	79	54	66	79	60	98

Disability	45	28	25	37	33	43
Genetics	0	1	1	1	0	0
Non-EEO	16	9	10	13	8	19
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	1	7	10	4	6	8
Assignment of Duties	10	14	18	33	29	38
Awards	11	2	3	1	3	4
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	22	3	4	4	4	6
Suspension	5	6	6	4	3	10
Removal	2	4	2	3	0	0
Other	0	0	0	0	0	0
Duty Hours	5	1	1	1	2	4
Perf. Eval./ Appraisal	26	12	12	19	21	22
Examination/Test	1	0	1	2	2	2
Harassment						
Non-Sexual	94	60	52	97	81	87
Sexual	11	4	6	6	5	10
Medical Examination	3	1	1	0	1	1
Pay including overtime	17	3	3	9	19	11
Promotion/Non-Selection	50	44	72	31	45	94
Reassignment						
Denied	12	9	5	9	3	8
Directed	34	7	6	18	1	15

Reasonable Accommodation Disability	2	2	2	4	10	12
Reinstatement	0	1	1	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement	1	0	0	0	3	3
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	0	0	0	0	5
Termination	17	6	5	10	8	6
Terms/Conditions of Employment	91	26	6	18	14	36
Time and Attendance	5	7	11	9	14	20
Training	7	7	10	4	11	15
Other						
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	217.10	301.25	411.12	448.95	301.06	285.73
Average number of days in final action	423.24	131.41	143.12	117.20	150.06	147.72
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	216.93	315.59	413.20	455.30	308.50	293.17
Average number of days in final action	0	26.34	54.91	37.96	69.09	98.45
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	217.21	287.89	408.43	436.71	287.87	278.81
Average number of days	423.24	321.52	217.77	173.80	216.49	196.76

in final action												
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency	25	9	5	5	8							12
Average days pending prior to dismissal	165	343	323	790	275							403
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	20	11	17	24	15							16
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011	2012	2013	2014	2015							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		0		0		6		3	
Without Hearing	0	0	0	0	0	0	0	0	0	0	2	67
With Hearing	0	0	3	100	0	0	0	0	6	100	1	33
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2011	2012	2013	2014	2015							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		0		4		7		2	
Race	0	0	1	33	0	0	3	75	0	0	0	0
Color	0	0	2	67	0	0	1	25	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	3	100	0	0	2	50	0	0	1	50
Sex	0	0	1	33	0	0	2	50	0	0	2	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	25	0	0	0	0

Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	2	50	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	0	0	1	25	0	0	1	50
Findings After Hearing	0		3		0		0		0		1	
Race	0	0	1	33	0	0	0	0	0	0	0	0
Color	0	0	2	67	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	3	100	0	0	0	0	0	0	1	100
Sex	0	0	1	33	0	0	0	0	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	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	0	0	0	0	0	0	1	100
Findings Without Hearing	0		0		0		4		0		1	
Race	0	0	0	0	0	0	3	75	0	0	0	0
Color	0	0	0	0	0	0	1	25	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	2	50	0	0	0	0
Sex	0	0	0	0	0	0	2	50	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	25	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	2	50	0	0	0	0

Perf. Eval./ Appraisal	0	0	1	33	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	1	33	0	0	0	0	5	83	1	100
Sexual	0	0	0	0	0	0	0	0	1	17	1	100
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	0	0	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	17	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	17	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	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	3	50	1	100
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	100
Training	0	0	1	33	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
Findings Without Hearing	0		0		0		4		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	100

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	0	0	1	25	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	0	0	3	75	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	0	0	2	50	1	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	25	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	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	2	50	0	0	0	0

Time and Attendance	0	0	0	0	0	0	0	0	0	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	1	100	0	0
Other - User Define													
Workforce transformation	0	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	0
User Defined - Other 3	0	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	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data												
	Previous Fiscal Year Data										2016Thru09-30		
	2011	2012	2013	2014	2015								
Total complaints from previous Fiscal Years	330	283	202	233	265								277
Total Complainants	330	277	198	232	252								259
Number complaints pending													
Investigation	22	50	50	27	7								2
ROI issued, pending Complainant's action	0	0	9	1	1								0
Hearing	90	71	116	166	201								218
Final Agency Action	16	20	25	30	44								35
Appeal with EEOC Office of Federal Operations	26	44	71	93	49								91
Complaint Investigations	Comparative Data												
	Previous Fiscal Year Data										2016Thru09-30		
	2011	2012	2013	2014	2015								
Pending Complaints Where Investigations Exceed Required Time Frames	59	106	95	55	35								20