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

## ICE (and below)

For 1st Quarter 2013 for period ending December 31, 2012

**Comparative Data** 

			C	ımpar	auve i	Jata							
Complaint Activity	Pr	evious	Fiscal	Year ]	Data	20	)12Tl 12 21						
	2008	2009	2010	201	1 201		)13Thru12-31						
Number of Complaints Filed	156	198	222	204	15	4	154						
Number of Complainants	156	198	222	204	15	2	152						
Repeat Filers	0	0	0	0	3		3						
C. I. (I. D. )		Comparative Data											
Complaints by Basis		Pre	vious l	Fiscal	Year I	Data							
Note: Complaints can be filed a multiple bases. The sum of the may not equal total complaints	bases	2008	2009	2010	2011	2012	2013Thru12- 31						
Race		49	59	73	85	60	60						
Color		6	14	30	34	14	14						
Religion		3	6	9	10	8	8						
Reprisal		79	68	95	117	72	72						
Sex		51	57	63	80	52	52						
PDA		0	0	0	0	0	0						
National Origin		20	36	35	44	47	47						
Equal Pay Act		0	0	0	1	0	0						
Age		49	70	66	79	54	54						

Disability	23	33	39	45	28	28							
Genetics	0	0	0	0	1	1							
Non-EEO	0	3	9	16	9	9							
	Comparative Data												
Complaints by Issue	Pre	vious l	Fiscal `	Year I	Data								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru12- 31							
Appointment/Hire	1	5	12	1	7	7							
Assignment of Duties	9	17	12	10	14	14							
Awards	5	2	5	11	2	2							
Conversion to Full Time/Perm Status	0	0	0	0	0	0							
Disciplinary Action													
Demotion	1	1	0	0	1	1							
Reprimand	9	0	11	22	3	3							
Suspension	6	5	9	5	6	6							
Removal	4	3	2	2	4	4							
Other	0	0	0	0	0	0							
Duty Hours	1	2	4	5	1	1							
Perf. Eval./ Appraisal	12	14	23	26	12	12							
Examination/Test	0	0	0	1	0	0							
Harassment													
Non-Sexual	35	60	78	94	60	60							
Sexual	2	5	3	11	4	4							
Medical Examination	0	0	5	3	1	1							
Pay including overtime	1	0	1	17	3	3							
Promotion/Non-Selection	34	53	47	50	44	44							
Reassignment													
Denied	2	1	7	12	9	9							
Directed	4	3	7	34	7	7							

Reasonable Accommodation	n Disabilit	y 4	7	5	2	2	2						
Reinstatement		1	0	0	0	1	1						
Religious Accommodation		0	0	0	0	0	0						
Retirement		0	0	3	1	0	0						
Sex-Stereotyping		0	0	0	0	0	0						
Telework		0	0	0	0	0	0						
Termination		14	15	28	17	6	6						
Terms/Conditions of Emplo	oyment	25	8	52	91	26	26						
Time and Attendance		5	2	6	5	7	7						
Training		7	3	4	7	7	7						
Other													
Workforce transforma	tion	0	0	0	0	0	0						
User Defined - Other 2	2	0	0	0	0	0	0						
User Defined - Other 3	3	0	0	0	0	0	0						
User Defined - Other	4	0	0	0	0	0	0						
			Com	parati	ve D	ata							
<b>Processing Time</b>	P	revious	ious Fiscal Year Data 2013Th										
	2008	2009	2010	20	)11	2012	31						
Complaints pending during	fiscal year	[											
Average number of days in investigation	196.15	211.11	217.3	2 21	7.10	301.25	301.25						
Average number of days in final action	1,105.86	784.86	1,019.1	14 423	3.24	131.41	131.41						
Complaint pending during	fiscal year	where h	earing w	as req	ueste	d	1						
Average number of days in investigation	200.97	213.63	218.3	1 210	6.93	315.59	315.59						
Average number of days in final action	0	0	0		0	26.34	26.34						
Complaint pending during fiscal year where hearing was not requested													
Complaint pending during	5												
Average number of days in investigation	192.66	209.41	216.5	9 21	7.21	287.89	287.89						

days in final action														
							Cor	np	arat	ive	Data	a		
Complaints Dismissed by Age	ncy		P	rev	iou	s F	iscal	Ye	ar I	Dat	a	2013	Thru12-	
			200	8	200	9	2010	2	011	20	)12		31	
Total Complaints Dismissed by Agency			53	3	31		36		25		9		9	
Average days pending prior to dismissal			400	400 448		635	1	65	3	43		343		
Complaint	ts W	ith	dra	aw!	n by	v C	ompl	air	ant	S				
Total Complaints Withdrawn by Complainants			13	3	4		10		20	]	1		11	
						(	Comp	ar	ativ	e D	ata			
Total Final Agency Actions			Pre	vio	ous	Fis	cal Y	ea	r <b>D</b> a	ıta		2013	Thru12-	
Finding Discrimination	2	2008		2009		20	010	20	11	20	12	31		
	#	9/	ó #	4	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		3			1		0		3		3		
Without Hearing	0	0	3	1	00	1	100	0	0	0	0	0	0	
With Hearing	0	0	0		0	0	0	0	0	3	100	3	100	
Findings of Discrimination							Com	pai	rati	ve ]	Data			
Rendered by Basis			Pr	ev	ious	s Fi	iscal `	Ye	ar D	ata	a a	2013	3Thru12-	
Note: Complaints can be filed	_	20	08	20	009	2	2010		2011		012		31	
alleging multiple bases. The sum the bases may not equal total complaints and findings.	of	#	%	#	%	#	%	#	%	#	%	#	%	
<b>Total Number Findings</b>		0		3		1		0		3		3		
Race		0	0	1	33	0	0	0	0	1	33	1	33	
Color		0	0	0	0	0	0	0	0	2	67	2	67	
Religion		0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal		0	0	0	0	1	100	0	0	3	100	3	100	
Sex		0	0	2	67	1	100	0	0	1	33	3 1 33		
PDA		0	0	0	0	0	0	0	0	0	0	0	0	
National Origin		0	0	0	0	1	100	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	1	33	1	33
Disability	0	0	1	33	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	0	0
		I		ı				I				
ndings After Hearing	0		0		0		0		3		3	
Race	0	0	0	0	0	0	0	0	1	33	1	33
Color	0	0	0	0	0	0	0	0	2	67	2	67
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	3	100	3	100
Sex	0	0	0	0	0	0	0	0	1	33	1	33
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	0	0	0	0	0	0	1	33	1	33
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	0	0
		ı		ı				ı				
ndings Without Hearing	0		3		1		0		0		0	
Race	0	0	1	33	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	2	67	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	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	1	33	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	0	0
						Com	pai	rativ	ve l	Data	1	
Findings of Discrimination		Pr	evi	ous	Fis	scal Y	Zea	r D	ata	l	2013Thru12-	
Rendered by Issue	20	800	20	009	2	010	20	)11	20	)12		31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		3		1		0		3		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	100	0	0	1	33	1	33
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	1	33	1	33
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	1	33	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	1	33	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	0	0	1	33	1	33
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	1	100	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	33	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	100	0	0	0	0	0	0

Directed	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	33	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	33	1	33
Other - User Define						ı						ı
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
		1	1	1	1	ı		I		I		ı
Findings After Hearing	0		0		0		0		3		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	33	1	33
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	1	33	1	33
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
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	1	33	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	33	1	33
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	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	33	1	33
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
											1	
Findings Without Hearing	0		3		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	1	100	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	0	0	0	0	0	0
Removal	0	0	1	33	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	1	100	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	1	100	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	33	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	100	0	0	0	0	0	0
Directed	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	33	0	0	0	0	0	0	0	0

Time and Attendance	0	0	0	0	1	100	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
	Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status		P	re	viou	s I	Fiscal	Y	ear l	Dat	ta	2013	Thru12-
Trevious risear rears by Status			08	200	)9	2010	2	2011	2	012		31
Total complaints from previous Fisca Years	.1	33	0	29	0	317		330	283			283
Total Complainants		33	330 2		0	317	Ì	330	277		277	
Number complaints pending												
Investigation		22	2	19	)	17		22		50		50
ROI issued, pending Complainant's action		1		0		0		0		0		0
Hearing		8	1	77	7	75		90	,	71		71
Final Agency Action		40	)	26	5	28		16		20	20	
Appeal with EEOC Office of Federal Operations		3		4		4		26	44			44
						Con	np	arat	ive	Da	ta	
Complaint Investigations		P	re	viou	s I	Fiscal	Y	ear l	Da	ta	2013	Thru12-
		200	08	200	)9	2010	2	2011	2	012		31
Pending Complaints Where Investigations Exceed Required Time Frames	<del>)</del>	4	1	36	6	30		59	1	06		106