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

ICE (and below)

		Comparative Data												
Complaint Activity	Pr	evious	Fiscal	Year	Data	20	2014Thru12-31							
	2009	2010	2011	2012	2 201									
Number of Complaints Filed	198	222	204	154	15	3	153							
Number of Complainants	198	222	204	152	15	3	153							
Repeat Filers	0	0	0	3	0		0							
				Com	parati	ve Da	ta							
Complaints by Basis		Pre	vious l	Fiscal `	Year I	Data								
Note: Complaints can be filed a multiple bases. The sum of the b may not equal total complaints	2009	2010	2011	2012	2013	2014Thru12- 31								
Race		59	73	85	60	57	57							
Color		14	30	34	14	17	17							
Religion		6	9	10	8	8	8							
Reprisal		68	95	117	72	67	67							
Sex		57	63	80	52	62	62							
PDA	PDA		0	0	0	1	1							
National Origin		36	35	44	47	33	33							
Equal Pay Act		0	0	1	0	0	0							
Age		70	66	79	54	66	66							

For 1st Quarter 2014 for period ending December 31, 2013

Disability	33	39	45	28	25	25
Genetics	0	0	0	1	1	1
Non-EEO	3	9	16	9	10	10
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014Thru12- 31
Appointment/Hire	5	12	1	7	10	10
Assignment of Duties	17	12	10	14	18	18
Awards	2	5	11	2	3	3
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	1	0	0
Reprimand	0	11	22	3	4	4
Suspension	5	9	5	6	6	6
Removal	3	2	2	4	2	2
Other	0	0	0	0	0	0
Duty Hours	2	4	5	1	1	1
Perf. Eval./ Appraisal	14	23	26	12	12	12
Examination/Test	0	0	1	0	1	1
Harassment			•		•	
Non-Sexual	60	78	94	60	52	52
Sexual	5	3	11	4	6	6
Medical Examination	0	5	3	1	1	1
Pay including overtime	0	1	17	3	3	3
Promotion/Non-Selection	53	47	50	44	72	72
Reassignment						
Denied	1	7	12	9	5	5
Directed	3	7	34	7	6	6

Reasonable Accommodation	n Disabilit	ty	7	5		2	2	2	2	
Reinstatement			0	0		0	1	1	1	
Religious Accommodation			0	0		0	0	0	0	
Retirement			0	3		1	0	0	0	
Sex-Stereotyping			0	0		0 0		0	0	
Telework			0	0		0	0	0	0	
Termination			15	28	1	7	6	5	5	
Terms/Conditions of Employ	yment		8	52	9	91	26	6	6	
Time and Attendance			2	6		5	7	11	11	
Training			3	4	,	7	7	10	10	
Other			·							
Workforce transformat	ion		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	
				Com	pa	rati	ive l	Data		
Processing Time		Pre	vious l	Fiscal Y	Ye	ar I	Data	l	2014Thru12-	
	2009	2	2010	2011		20	12	2013	31	
Complaints pending during	fiscal year	r							1	
Average number of days in investigation	211.11	2	17.32	217.1	0	301	.25	411.12	411.12	
Average number of days in final action	784.86	1,0)19.14	423.24	4	131	.41	143.12	143.12	
Complaint pending during fi	scal year	wh	ere hea	ring wa	as	requ	ieste	ed		
Average number of days in investigation	213.63	2	18.31	216.9	3	315	.59	413.20	413.20	
Average number of days in final action	0		0	0		26.	34	54.91	54.91	
Complaint pending during fi	scal year	wh	ere hea	ring wa	as	not	requ	iested		
Average number of days in investigation	209.41	2	16.59	217.2	21 28'		.89	408.43	408.43	
Average number of	784.86	1 ()19 14	423.24	4	321.5		217 77	217.77	

days in final action													
							Cor	npa	arati	ve	Dat	a	
Complaints Dismissed by Age	ency		Pre	evi	ous	Fis	scal	Ye	ar D	ata 2014			Thru12-
		2	2009	2	2010	2	011	2	012	20	13		31
Total Complaints Dismissed by Agency		31			36		25		9	5		5	
Average days pending prior to dismissal		4	448		635]	65	3	43	32	3	3	23
Complain	ts W	itho	drav	wn	by (Co	mpl	ain	ants				
Total Complaints Withdrawn by Complainants			4		10		20		11	1′	7		17
		Comparative								Da	nta		
Total Final Agency Actions		Previous Fiscal Year Data										2014	Chru12-
Finding Discrimination		2009		201	010 2		2011)12	20	13		31
	#	%	, #		%	#	%	#	%	#	%	#	%
Total Number Findings	3		1			0		3		0		0	
Without Hearing	3	10	0 1	1	00	0	0	0	0	0	0	0	0
With Hearing	0	0	0		0	0	0	3	100	0	0	0	0
Findings of Discrimination						C	Com	pa	rativ	e D	ata		
Rendered by Basis	Ĩ		Pre	evio	ous I	Fis	cal `	Yea	ar Da	ata		2014	Thru12
Note: Complaints can be filed		200	9	20	2010		2011		012	2 2013		_	31
alleging multiple bases. The sum the bases may not equal total complaints and findings.	i of	# 9	% #	4	%	#	%	#	%	#	%	#	%
Total Number Findings		3	1	1		0		3		0		0	
Race		1 3	33 (0	0	0	0	1	33	0	0	0	0
Color		0	0 0	0	0	0	0	2	67	0	0	0	0
Religion		0	0 0	0	0	0	0	0	0	0	0	0	0
Reprisal		0	0	1	100	0	0	3	100	0	0	0	0
Sex		2 6	57	1	100	0	0	1	33	0	0	0	0
PDA		0	0 0	0	0	0	0	0	0	0	0	0	0
National Origin		0	0 1	1	100	0	0	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	0	0	1	33	0	0	0	0
Disability	1	33	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
Findings After Hearing	0		0		0		3		0		0	
Race	0	0	0	0	0	0	1	33	0	0	0	0
Color	0	0	0	0	0	0	2	67	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	3	100	0	0	0	0
Sex	0	0	0	0	0	0	1	33	0	0	0	0
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	1	33	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	0	0
		1	1								1	
indings Without Hearing	3		1		0		0		0		0	
Race	1	33	0	0	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	1	100	0	0	0	0	0	0	0	0
Sex	2	67	1	100	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	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	0	0	0	0	0	0	0	0

Disability	1	33	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
					C	om	pa	rativ	ve I	Data	l	
Findings of Discrimination		Pr	evi	ous F	Tisc	al Y	lea	r D	ata		2014	Fhru12-
Rendered by Issue	2	009	2	010	20)11	20)12	20)13		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		0		3		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	0	0	1	33	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	1	33	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	1	33	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	1	33	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	1	33	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	1	100	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	1	100	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	1	100	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	1	33	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	33	0	0	0	0
Other - User Define		1		I		1		1		1	1	
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 After Hearing	0		0		0		3		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	33	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	1	33	0	0	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
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	1	33	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1	1		1		1		1	1	1	1	1
Non-Sexual	0	0	0	0	0	0	1	33	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	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	1	33	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	3		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	1	100	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		1				1		1				
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	1	33	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	1	100	0	0	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	1	100	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	1	100	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	1	100	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	1	33	0	0	0	0	0	0	0	0	0	0

Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define		1										
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								ta	<u> </u>	
Pending Complaints Filed in Previous Fiscal Years by Status		P	re	vious	Fi	iscal	Ye	ear I	Dat	ta	2014	Thru12-
Trevious Listur Tears by Status	ar rears by Status		09	2010	2	2011	2	2012		013		31
Total complaints from previous Fisca Years	.1	29	0	317		330		283	202		202	
Total Complainants		29	0	317	Ť	330		277	1	98		198
Number complaints pending												
Investigation		19	9	17		22		50		50		50
ROI issued, pending Complainant's action		0		0		0		0		9		9
Hearing		7	7	75		90		71	116		116	
Final Agency Action		20	6	28		16		20		25		25
Appeal with EEOC Office of Federal Operations		4	-	4		26		44	,	71	71	
						Con	npa	arat	ive	e Dat	ta	
Complaint Investigations		F	Pre	vious	Fi	iscal	Ye	ear l	Dat	ta	2014	Thru12-
		2009		2010	2011		1 2012		2013		31	
Pending Complaints Where Investigations Exceed Required Time Frames	•	3	6	30		59]	106		95		95