

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

ICE (and below)

For 3rd Quarter 2012 for period ending June 30, 2012

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	167	156	198	222	204	117
Number of Complainants	167	156	198	222	204	115
Repeat Filers	0	0	0	0	0	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	55	49	59	73	85	47
Color	16	6	14	30	34	9
Religion	6	3	6	9	10	5
Reprisal	76	79	68	95	117	46
Sex	59	51	57	63	80	36
National Origin	43	20	36	35	44	33

Equal Pay Act	0	0	0	0	1	0
Age	52	49	70	66	79	40
Disability	28	23	33	39	45	18
Non-EEO	0	0	3	9	16	7
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	3	1	5	12	1	3
Assignment of Duties	7	9	17	12	10	6
Awards	5	5	2	5	11	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	1	0	0	0
Reprimand	10	9	0	11	22	2
Suspension	7	6	5	9	5	1
Removal	4	4	3	2	2	4
Other	1	0	0	4	4	4
Duty Hours	1	1	2	4	5	1
Evaluation Appraisal	10	12	14	23	26	8
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	39	35	60	78	94	37
Sexual	5	2	5	3	11	5
Medical Examination	2	0	0	5	3	0

Pay (Including Overtime)	4	1	0	1	17	3
Promotion/Non-Selection	48	34	53	47	50	34
Reassignment						
Denied	13	2	1	7	12	7
Directed	13	4	3	7	34	3
Reasonable Accommodation	9	4	7	5	2	2
Reinstatement	0	1	0	0	0	0
Retirement	1	0	0	3	1	0
Termination	10	14	15	28	17	4
Terms/Conditions of Employment	41	25	8	52	91	11
Time and Attendance	8	5	2	6	5	2
Training	6	7	3	4	7	4
Other	2	21	18	15	21	5
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	459.22	196.15	211.11	217.32	217.10	305.64
Average number of days in final action	662.92	1,105.86	784.86	1,019.14	423.24	312.28
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	443.03	200.97	213.63	218.31	216.93	319.57
Average number of days in final	0	0	0	0	0	28.73

action												
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	470.20	192.66	209.41	216.59	217.21	300.07						
Average number of days in final action	662.92	1,105.86	784.86	1,019.14	423.24	542.66						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2012Thru06-30	
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	46	53	31	36	25	7						
Average days pending prior to dismissal	334	400	448	635	165	339						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	24	13	4	10	20	7						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012Thru06-30	
	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		3		1		0		1	
Without Hearing	3	100	0	0	3	100	1	100	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	1	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012Thru06-30	
<i>Note: Complaints can be</i>	2007	2008	2009	2010	2011							

Findings Without Hearing	3		0		3		1		0		0	
Race	1	33	0	0	1	33	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	2	67	0	0	0	0	1	100	0	0	0	0
Sex	2	67	0	0	2	67	1	100	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	1	33	0	0	0	0	0	0
Disability	0	0	0	0	1	33	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012Thru06-30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		3		1		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	67	0	0	0	0	1	100	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	1	100
Suspension	1	33	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	33	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	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		0		3		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	67	0	0	0	0	1	100	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0
Suspension	1	33	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	33	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	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	1	100	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)	1	33	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	33	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0

Directed	1	33	0	0	0	0	0	0	0	0	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	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	1	33	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	100	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						2012Thru06-30					
	Previous Fiscal Year Data											
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	357	330	290	317	330	307						
Total Complainants	357	330	290	317	330	302						
Number complaints pending												
Investigation	44	22	19	17	22	74						
ROI issued, pending Complainant's action	0	1	0	0	0	0						
Hearing	74	81	77	75	90	92						
Final Agency Action	36	40	26	28	16	16						
Appeal with EEOC Office of Federal Operations	1	3	4	4	26	36						
Complaint Investigations	Comparative Data						2012Thru06-30					
	Previous Fiscal Year Data											
	2007	2008	2009	2010	2011							

Pending Complaints Where
Investigations Exceed Required
Time Frames

70

41

36

30

59

109