

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

## ICE (and below)

For 4th Quarter 2013 for period ending September 30, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Number of Complaints Filed	156	198	222	204	154	153
Number of Complainants	156	198	222	204	152	153
Repeat Filers	0	0	0	0	3	0

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	2013Thru09-30
Race	49	59	73	85	60	57
Color	6	14	30	34	14	17
Religion	3	6	9	10	8	8
Reprisal	79	68	95	117	72	67
Sex	51	57	63	80	52	62
PDA	0	0	0	0	0	1
National Origin	20	36	35	44	47	33
Equal Pay Act	0	0	0	1	0	0
Age	49	70	66	79	54	66

Disability	23	33	39	45	28	25
Genetics	0	0	0	0	1	1
Non-EEO	0	3	9	16	9	10
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Appointment/Hire	1	5	12	1	7	10
Assignment of Duties	9	17	12	10	14	18
Awards	5	2	5	11	2	3
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	0	0	1	0
Reprimand	9	0	11	22	3	4
Suspension	6	5	9	5	6	6
Removal	4	3	2	2	4	2
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	1
<b>Harassment</b>						
Non-Sexual	35	60	78	94	60	52
Sexual	2	5	3	11	4	6
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	72
<b>Reassignment</b>						
Denied	2	1	7	12	9	5
Directed	4	3	7	34	7	6

Reasonable Accommodation Disability	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	5
Terms/Conditions of Employment	25	8	52	91	26	6
Time and Attendance	5	2	6	5	7	11
Training	7	3	4	7	7	10
<b>Other</b>						
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru09-30</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Complaints pending during fiscal year						
Average number of days in investigation	196.15	211.11	217.32	217.10	301.25	411.12
Average number of days in final action	1,105.86	784.86	1,019.14	423.24	131.41	143.12
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	200.97	213.63	218.31	216.93	315.59	413.20
Average number of days in final action	0	0	0	0	26.34	54.91
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	192.66	209.41	216.59	217.21	287.89	408.43
Average number of	1,105.86	784.86	1,019.14	423.24	321.52	217.77

days in final action												
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru09-30</b>	
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
Total Complaints Dismissed by Agency	53	31	36	25	9							5
Average days pending prior to dismissal	400	448	635	165	343							323
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	13	4	10	20	11							17
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru09-30</b>	
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		0		3		0	
Without Hearing	0	0	3	100	1	100	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	3	100	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru09-30</b>	
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		3		1		0		3		0	
Race	0	0	1	33	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	2	67	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	3	100	0	0
Sex	0	0	2	67	1	100	0	0	1	33	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	1	33	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
<b>Findings After Hearing</b>	0		0		0		0		3		0	
Race	0	0	0	0	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	2	67	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	3	100	0	0
Sex	0	0	0	0	0	0	0	0	1	33	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	0	0	1	33	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
<b>Findings Without Hearing</b>	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru09- 30</b>	
	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		3		1		0		3		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	1	33	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
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	33	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	1	33	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	0	0	0	0	1	100	0	0	1	33	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
<b>Reassignment</b>												
Denied	0	0	0	0	1	100	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2013Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
Total complaints from previous Fiscal Years	330	290	317	330	283	202						
Total Complainants	330	290	317	330	277	198						
<b>Number complaints pending</b>												
Investigation	22	19	17	22	50	50						
ROI issued, pending Complainant's action	1	0	0	0	0	9						
Hearing	81	77	75	90	71	116						
Final Agency Action	40	26	28	16	20	25						
Appeal with EEOC Office of Federal Operations	3	4	4	26	44	71						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>											
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013Thru09-30</b>						
Pending Complaints Where Investigations Exceed Required Time Frames	41	36	30	59	106	95						