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

ICE (and below)

				С	ompa	rativ	e Data	a	
Complaint Activity		Previo	ous F	isca	l Yea	r Data	a		01771
	201	2 20	13	2014	4 20	015	2016		017Thru09-30
Number of Complaints Filed	15	4 15	53	185	1′	78	213		227
Number of Complainants	15	2 15	53	182	1′	73	199		207
Repeat Filers	3	()	2	4	4	10		13
					Com	parat	ive D	ata	
Complaints by Basis		Pr	eviou	ıs Fi	iscal Y	Year l	Data		
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal tota complaints filed.		2012	201	3	2014	2015	5 201	16	2017Thru09- 30
Race		60	57	7	70	70	84	1	96
Color		14	17	7	23	17	29)	49
Religion		8	8		10	10	12	2	15
Reprisal		72	67	7	90	88	12	8	127
Sex		52	62	2	91	61	90)	88
PDA		0	1		4	7	3		0

For 4th Quarter 2017 for period ending September 30, 2017

National Origin	47	33	36	36	54	64
Equal Pay Act	0	0	5	2	0	5
Age	54	66	79	60	98	98
Disability	28	25	37	33	43	58
Genetics	1	1	1	0	0	0
Non-EEO	9	10	13	8	19	15

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Complaints by Issue				-	ve Data	
	Pr	evious	ata			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru09- 30
Appointment/Hire	7	10	4	6	8	18
Assignment of Duties	14	18	33	29	38	38
Awards	2	3	1	3	4	5
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	3	4	4	4	6	13
Suspension	6	6	4	3	10	8
Removal	4	2	3	0	0	5
Duty Hours	1	1	1	2	4	3
Perf. Eval./ Appraisal	12	12	19	21	22	34
Examination/Test	0	1	2	2	2	0
Harassment						
Non-Sexual	60	52	97	81	87	105
Sexual	4	6	6	5	10	13

Medical Examination		1	1		0	1	1	4
Pay including overtime		3	3	9	9	19	11	18
Promotion/Non-Selection		44	72	3	81	45	94	77
Reassignment			1			1		1
Denied		9	5		9	3	8	21
Directed		7	6	1	8	1	15	29
Reasonable Accommodation Disability	on	2	2	4	4	10	12	18
Reinstatement		1	1	(0	0	0	0
Religious Accommodation	L	0	0		0	0	1	1
Retirement		0	0	(0	3	3	0
Sex-Stereotyping		0	0	(0	0	1	0
Telework		0	0	(0	0	5	4
Termination		6	5	1	0	8	6	8
Terms/Conditions of Empl	oyment	26	6	1	8	14	36	50
Time and Attendance		7	11		9	14	20	34
Training		7	10	4	4	11	15	15
Other			-			-		
			Co	omp	ara	tive l	Data	
Processing Time]	Previou	s Fisca	l Y	ear	Data		2017Thru09-
	2012	2013	30					
Complaints pending during	g fiscal ye	scal year						
Average number of days in investigation	301.25	411.12	448.	95	301	1.06	285.73	281.87
Average number of days in final action	131.41	143.12	2 117.	20	15().06	147.72	195.93
Complaint pending during	fiscal year	ar where	e hearir	ng w	as r	eque	sted	

Average number of days in investigation	315.	59	413.	20	455	.30	30	8.50	293	3.17	2	54.35	
Average number of days in final action	26.3	34	54.9	1	37.	96	69	9.09	98	.45	89.62		
Complaint pending during	fiscal	l year where			neari	ng w	as :	not re	ques	sted			
Average number of days in investigation	287.	89	408.4	43	436	.71	28	7.87	278	3.81	3	28.29	
Average number of days in final action	321.	52	217.	77	173	.80	21	6.49	196	5.76	3	40.74	
						С	om	parati	ive]	Data			
Complaints Dismissed Agency	by		Pr	evi	ous	Fisca	al Y	'ear D	ata		2017	Thru09-	
			2012	20	013	201	4	2015	20)16		30	
Total Complaints Dismisse Agency	d by		9		5	5		8	1	2		19	
Average days pending prio dismissal	r to		343	3	23	79	0	275	4	03		206	
Com	plain	ts W	ithd	raw	n by	y Co	mp	lainaı	nts				
Total Complaints Withdray Complainants	vn by	,	11		17	24	ł	15	1	6		17	
						Com	par	ative	Dat	ta			
Total Final Agency]	Prev	ious	s Fis	cal Y	Yea	r Dat	a		2017	Thru09-	
Actions Finding Discrimination	2	012	20)13	2	014	2	2015	20	016	-	30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		0		0		6		3		2		
Without Hearing	0	0	0	0	0	0	0	0	2	67	2	100	
With Hearing	3	100) 0	0	0	0	6	100	1	33	0	0	

Findings of					(Comj	para	ative	e Da	ita		
Discrimination Rendered by Basis		Р	rev	ious	Fis	cal Y	(ea	r Da	ta		2017	Thru09-
Note: Complaints can be	2	012	20	013	20	014	20)15	2	016		30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		4		7		2		2	
Race	1	33	0	0	3	75	0	0	0	0	0	0
Color	2	67	0	0	1	25	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	100	0	0	2	50	0	0	1	50	0	0
Sex	1	33	0	0	2	50	0	0	2	100	2	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	25	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	2	50	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	25	0	0	1	50	0	0
Findings After Hearing	3		0		0		0		1		0	
Race	1	33	0	0	0	0	0	0	0	0	0	0
Color	2	67	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	100	0	0	0	0	0	0	1	100	0	0
Sex	1	33	0	0	0	0	0	0	1	100	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
Equal Pay Act	0	0	0	0	0) () (0	0	0	0	0	0
Age	1	33	0	0	0) () (0	0	0	0	0	0
Disability	0	0	0	0	0) () (0	0	0	0	0	0
Genetics	0	0	0	0	0) () (0	0	0	0	0	0
Non-EEO	0	0	0	0	0) () (0	0	1	100	0	0
Findings Without Hearing	0		0		4	Ļ	(0		1		2	
Race	0	0	0	0	3	3 7	5 (0	0	0	0	0	0
Color	0	0	0	0	1	2	5 (0	0	0	0	0	0
Religion	0	0	0	0	0) () (0	0	0	0	0	0
Reprisal	0	0	0	0	2	2 5	0 0	0	0	0	0	0	0
Sex	0	0	0	0	2	2 5	0 0	0	0	1	100	2	100
PDA	0	0	0	0	0) () (0	0	0	0	0	0
National Origin	0	0	0	0	1	2	5 (0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0) () (0	0	0	0	0	0
Age	0	0	0	0	2	2 5	0 0	0	0	0	0	0	0
Disability	0	0	0	0	0) () (0	0	0	0	1	50
Genetics	0	0	0	0	0) () (0	0	0	0	0	0
Non-EEO	0	0	0	0	1	2	5 (0	0	0	0	0	0
						Cor	npa	ra	tive	Da	ta		
Findings of]	Prev	ious	s Fi	scal	Yea	ar	Dat	a		2017	Thru09-
Discrimination Rendered by Issue	20)12	20	13	20	014	2	01	5	20	016		30
	#	%	#	%	#	%	#	(%	#	%	#	%
Total Number Findings	3		0		4		7			2		2	
Appointment/Hire	0	0	0	0	0	0	0		0	1	50	0	0

Assignment of Duties	1	33	0	0	0	0	1	14	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	1	33	0	0	0	0	0	0	1	50	0	0
Suspension	0	0	0	0	1	25	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	50	0	0
Perf. Eval./ Appraisal	1	33	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	1	50
Harassment												
Non-Sexual	1	33	0	0	3	75	5	71	1	50	0	0
Sexual	0	0	0	0	0	0	1	14	1	50	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	2	50	1	14	1	50	0	0
Reassignment				-		<u>.</u>		-		· · · · · ·	·	-
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	25	1	14	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	14	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	1	25	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	2	50	3	43	1	50	1	50
Time and Attendance	0	0	0	0	0	0	1	14	1	50	0	0
Training	1	33	0	0	0	0	1	14	0	0	0	0
Other - User Define												
Findings After Hearing	3		0		0		6		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	33	0	0	0	0	1	17	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	1	33	0	0	0	0	0	0	1	100	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
Duty Hours	0	0	0	0	0	0	0	0	1	100	0	0
Perf. Eval./ Appraisal	1	33	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	5	83	1	100	0	0
Sexual	0	0	0	0	0	0	1	17	1	100	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	1	100	0	0
Reassignment				<u>.</u>		<u>.</u>		-		· · · · · ·	-	-
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	17	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	17	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	3	50	1	100	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	100	0	0
Training	1	33	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings Without Hearing	0		0		4		1		1		2	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	0	0
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	1	25	0	0	0	0	0	0
Removal	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	1	50
Harassment						1						
Non-Sexual	0	0	0	0	3	75	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	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	2	50	1	100	0	0	0	0
Reassignment					1	1	1	1			1	1
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	25	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	1	25	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	2	50	0	0	0	0	1	50
Time and Attendance	0	0	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	1	100	0	0	0	0

			Com	parati	ve Data	l
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious 1	Fiscal Y	Year D	ata	2017Thru09-
	2012	2013	2014	2015	2016	30
Total complaints from previous Fiscal Years	283	202	233	265	277	340
Total Complainants	277	198	232	252	259	300
Number complaints pending						
Investigation	50	50	27	7	2	11
ROI issued, pending Complainant's action	0	9	1	1	0	9
Hearing	71	116	166	201	218	248
Final Agency Action	20	25	30	44	35	31
Appeal with EEOC Office of Federal Operations	44	71	93	49	91	97
			Com	parati	ve Data	l
Complaint Investigations	Pro	evious 1	Fiscal Y	Year D	ata	2017Thru09-
	2012	2013	2014	2015	2016	30
Pending Complaints Where Investigations Exceed Required Time Frames	106	95	55	35	20	34