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

ICE (and below)

For 4th Quarter 2014 for period ending September 30, 2014

Comparative Data

			~	,pui										
Complaint Activity	Pr	evious	Fiscal	Year]	Data	20)1.4TL00-20							
	2009	2010	2011	2012	2 201	3	014Thru09-30							
Number of Complaints Filed	198	222	204	154	15	3	185							
Number of Complainants	198	222	204	152	15	3	182							
Repeat Filers	0	0	0	3	0		2							
Complaints by Dasis		Comparative Data												
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	ases	2009	2010	2011	2012	2013	2014Thru09- 30							
Race		59	73	85	60	57	70							
Color		14	30	34	14	17	23							
Religion		6	9	10	8	8	10							
Reprisal		68	95	117	72	67	90							
Sex		57	63	80	52	62	91							
PDA		0	0	0	0	1	4							
National Origin		36	35	44	47	33	36							
Equal Pay Act		0	0	1	0	0	5							
Age		70	66	79	54	66	79							

Disability	33	39	45	28	25	37
Genetics	0	0	0	1	1	1
Non-EEO	3	9	16	9	10	13
Compleints by Issue			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal	Year I)ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014Thru09- 30
Appointment/Hire	5	12	1	7	10	4
Assignment of Duties	17	12	10	14	18	33
Awards	2	5	11	2	3	1
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	4
Removal	3	2	2	4	2	3
Other	0	0	0	0	0	0
Duty Hours	2	4	5	1	1	1
Perf. Eval./ Appraisal	14	23	26	12	12	19
Examination/Test	0	0	1	0	1	2
Harassment						
Non-Sexual	60	78	94	60	52	97
Sexual	5	3	11	4	6	6
Medical Examination	0	5	3	1	1	0
Pay including overtime	0	1	17	3	3	9
Promotion/Non-Selection	53	47	50	44	72	31
Reassignment						
Denied	1	7	12	9	5	9
Directed	3	7	34	7	6	18

Reasonable Accommodation	Disabilit	ty	7	5	2	2	2	2	4			
Reinstatement			0	0	C)	1	1	0			
Religious Accommodation			0	0	C)	0	0	0			
Retirement			0	3	1		0	0	0			
Sex-Stereotyping			0	0	C	0 0		0	0			
Telework			0	0	C)	0	0	0			
Termination			15	28	1	7	6	5	10			
Terms/Conditions of Employ	ment		8	52	9	1 2	26	6	18			
Time and Attendance			2	6	5	5	7	11	9			
Training			3	4	7	7	7	10	4			
Other												
Workforce transformati	on	0	0	C)	0	0	0				
User Defined - Other 2		0	C	0 0		0	0					
User Defined - Other 3			0	0	C	0 0		0	0			
User Defined - Other 4			0	0	C)	0	0	0			
				Com	ıpa	rative	e D	ata				
Processing Time		Prev	ious l	Fiscal	Yea	ar Da	ta		2014Thru09-			
	2009	20	010	2011	1	2012		2013	30			
Complaints pending during f	iscal year	r										
Average number of days in investigation	211.11	21	7.32	217.1	0 3	301.25		411.12	448.95			
Average number of days in final action	784.86	1,01	19.14	423.2	24	131.4	1	143.12	117.20			
Complaint pending during fi	scal year	whe	re hea	ring w	as 1	reques	stec	i				
Average number of days in investigation	213.63	21	8.31	216.9	3	315.59	9 4	413.20	455.30			
Average number of days in final action	0		0	0		26.34	L	54.91	37.96			
Complaint pending during fiscal year where hearing was not requested												
Complaint pending during fi	scal year	wne	ic iica	11115 W			1					
Average number of days in investigation	scal year 209.41		6.59	217.2		287.89	T	408.43	436.71			

days in final action														
							Cor	npa	arati	ve	Dat	a		
Complaints Dismissed by Age	ncy	ĺ	P	rev	vious	Fig	scal	Ye	ar D	ata		20147	hru09-	
			200	9	2010	2	011	20	012	20	13	30		
Total Complaints Dismissed by Agency			31		36		25		9	5			5	
Average days pending prior to dismissal			44	8	635		165	3	43	32	3	7	90	
Complain	ts W	ith	ıdra	aw	n by	Co	mpl	ain	ants					
Total Complaints Withdrawn by Complainants			4		10		20		11	1′	7	2	24	
						C	omp	ara	ative	Da	ıta			
Total Final Agency Actions			Pre	vio	ous F	isc	al Y	eai	r Dat	a		20147		
Finding Discrimination		2009		20	010	2011		2012		20	13		30	
	#	9,	⁄o	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3			1		0		3		0		0		
Without Hearing	3	10	00	1	100	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						(Com	pai	rativ	e D	ata			
Rendered by Basis			Pr	·ev	ious]	Fis	cal `	Yea	ar Da	ata		2014	Thru09-	
Note: Complaints can be filed	_	20	09	2	010	20	011	2	012	20	013		30	
alleging multiple bases. The sum the bases may not equal total complaints and findings.	of	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		3		1		0		3		0		4		
Race		1	33	0	0	0	0	1	33	0	0	3	75	
Color		0	0	0	0	0	0	2	67	0	0	1	25	
Religion		0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal		0	0	1	100	0	0	3	100	0	0	2	50	
Sex		2	67	1	100	0	0	1	33	0	0	2	50	
PDA		0	0	0	0	0	0	0	0	0	0	0	0	
National Origin		0	0	1	100	0	0	0	0	\log	0	1	25	

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	2	50
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	1	25
indings 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
			,		,				,			
indings Without Hearing	3		1		0		0		0		4	
Race	1	33	0	0	0	0	0	0	0	0	3	75
Color	0	0	0	0	0	0	0	0	0	0	1	25
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	2	50
Sex	2	67	1	100	0	0	0	0	0	0	2	50
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	1	25
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	2	50

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	1	25	
					C	om	pai	rativ	e I)ata	Į		
Findings of Discrimination		Pr	evi	ous F	isc	al Y	Z ea	r D	ata		2014	Thru09-	
Rendered by Issue	20	009 2010			20)11	20)12	20	13	30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		1		0		3		0		4		
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	1	25	
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	3	75	
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	2	50	
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	1	25
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	1	25
Terms/Conditions of Employment	1	33	0	0	0	0	0	0	0	0	2	50
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	-			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		1				
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		ı				ı	-	1		ı	1	ı
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		4	
Appointment/Hire	$\frac{1}{0}$	0	0	0	0	0	0	0	0	0	0	0
лррошинсии инс	0	U	U	U	U	U	U	0	U	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	U	U

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												
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	1	25
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	3	75
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	2	50
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	1	25
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	1	25
Terms/Conditions of Employment	1	33	0	0	0	0	0	0	0	0	2	50

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												
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	
Pending Complaints Filed in Previous Fiscal Years by Status		P	re	vious	Fi	iscal	Y	ear I)a	ta	2014	Thru09-
Trevious risear rears by Status	ears by Status		09	2010	1	2011	2	012	2	013		30
Total complaints from previous Fisca Years	ıl	29	0	317		330		283	202			233
Total Complainants		29	0	317		330	2	277	198			232
Number complaints pending												
Investigation		19	9	17		22		50		50		27
ROI issued, pending Complainant's action		0)	0		0		0		9		1
Hearing		7	7	75	Ì	90		71	1	16	166	
Final Agency Action		20	6	28	Ì	16		20		25		30
Appeal with EEOC Office of Federal Operations		4		4		26		44	,	71		93
		Comparative Data								ta		
Complaint Investigations		P	re	vious	Fi	iscal	Y	ear I)a	ta	2014	Thru09-
			09	2010		2011	2	012	2	013		30
Pending Complaints Where Investigations Exceed Required Time Frames	•	30	6	30		59		106		95		55