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

ICE (and below)

For 1st Quarter 2017 for period ending December 31, 2016

			Cor	nparati	ve Data	1
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2017Thru12-31
	2012	2013	2014	2015	2016	201/11lru12-31
Number of Complaints Filed	154	153	185	178	213	49
Number of Complainants	152	153	182	173	199	42
Repeat Filers	3	0	2	4	10	2

Complaints by Desig			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious	Fiscal Y	Year D	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	2017Thru12- 31
Race	60	57	70	70	84	30
Color	14	17	23	17	29	16
Religion	8	8	10	10	12	8
Reprisal	72	67	90	88	128	28
Sex	52	62	91	61	90	25
PDA	0	1	4	7	3	0

National Origin	47	33	36	36	54	17
Equal Pay Act	0	0	5	2	0	2
Age	54	66	79	60	98	27
Disability	28	25	37	33	43	7
Genetics	1	1	1	0	0	0
Non-EEO	9	10	13	8	19	3
			Com	parativ	ve Data	<u>. </u>
Complaints by Issue	Pr	evious	Fiscal Y	Year D	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	2017Thru12- 31
Appointment/Hire	7	10	4	6	8	1
Assignment of Duties	14	18	33	29	38	5
Awards	2	3	1	3	4	1
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	2
Suspension	6	6	4	3	10	2
Removal	4	2	3	0	0	0
Other	0	0	0	0	0	2
Duty Hours	1	1	1	2	4	1
Perf. Eval./ Appraisal	12	12	19	21	22	4
Examination/Test	0	1	2	2	2	0
Harassment						
Non-Sexual	60	52	97	81	87	21

Sexual		4	6	6	5	10	2
Medical Examination		1	1	0	1	1	1
Pay including overtime		3	3	9	19	11	5
Promotion/Non-Selection		44	72	31	45	94	25
Reassignment							
Denied		9	5	9	3	8	5
Directed		7	6	18	1	15	5
Reasonable Accommodation Disability	on	2	2	4	10	12	2
Reinstatement		1	1	0	0	0	0
Religious Accommodation	L	0	0	0	0	1	0
Retirement		0	0	0	3	3	0
Sex-Stereotyping		0	0	0	0	1	0
Telework		0	0	0	0	5	0
Termination		6	5	10	8	6	1
Terms/Conditions of Empl	oyment	26	6	18	14	36	6
Time and Attendance		7	11	9	14	20	4
Training		7	10	4	11	15	2
Other							
Workforce transforma	ition	0	0	0	0	0	0
User Defined - Other	2	0	0	0	0	0	1
User Defined - Other	3	0	0	0	0	0	0
User Defined - Other	4	0	0	0	0	0	0
			Co	mpara	tive D	ata	
Processing Time		Previou	s Fisca	l Year	Data		2017Thru12-
	2012	2013	201	4 20	015	2016	31

Complaints pending during	fisca	al ye	ear									
Average number of days in investigation	301.	25	411	12	44	8.95	30)1.06	283	5.73	25	50.67
Average number of days in final action	131.	41	143	12	11	7.20	15	50.06	14'	7.72	18	85.86
Complaint pending during	fiscal	l yea	ar wh	ere	hear	ing v	vas	reque	ested			
Average number of days in investigation	315.	59	413	20	45	5.30	30	08.50	293	3.17	23	37.62
Average number of days in final action	26.3	34	54.	91	37	.96	6	9.09	98	.45	10	05.30
Complaint pending during	fiscal	l yea	ar wh	ere	hear	ing v	vas	not re	eque	sted		
Average number of days in investigation	287.	89	408	43	43	5.71	28	37.87	278	3.81	20	65.43
Average number of days in final action	321.	52	217	77	17.	173.80		216.49		6.76	272.90	
			Comparative Data									
Complaints Dismissed Agency	by	Ì	P	revi	ious	Fisc	al Y	Year]	Data		2017	Γhru12-
rageney		Ì	2012 2		013	20	14	2015	5 20)16		31
Total Complaints Dismisse Agency	d by		9	9		5	8		8			3
Average days pending prio dismissal	r to		343	3	323 7		0	275		03	478	
Com	plain	ts V	Vitho	lrav	vn b	y Co	mp	olaina	nts			
Total Complaints Withdray Complainants	vn by	7	11		17	2	4	15	1	16		3
						Con	ıpa	rative	e Dat	ta		
Total Final Agency			Prev	iou	s Fi	scal	Yea	ır Da	ta		2017	Thru12-
Actions Finding Discrimination	2	012	2 2	013	2	2014		2015	20	016		31
	#	%	ó #	%	5 #	%	#	%	#	%	#	0/0
			0									

Without Hearing	0	0	0	0	0	0	0	0	2	67	0	0
With Hearing	3	100	0	0	0	0	6	100	1	33	0	0
Findings of Discrimination Rendered					(Comj	par	ative	Da	ta		
by Basis		P	rev	ious	Fis	cal Y	Zea:	r Dat	a		2017	Γhru12-
Note: Complaints can be	2	012	20)13	20)14	20	015	2016			31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		4		7		2		0	
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	0	0
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	0	0
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

by Issue	2 0)12 %	20 1		20 1		20 #	15 %	# #	016 %	#	31 %
Findings of Discrimination Rendered								· Dat				Γhru12.
					(Com _]	para	ative	Da	ta		
Non-EEO	0	0	0	0	1	25	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	2	50	0	0	0	0	0	0
Equal Pay Act	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
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	2	50	0	0	1	100	0	0
Reprisal	0	0	0	0	2	50	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	1	25	0	0	0	0	0	0
Race	0	0	0	0	3	75	0	0	0	0	0	0
Findings Without Hearing	0		0		4		0		1		0	
NOII-EEO	U	U	0	U	0	U	U	U	1	100	U	U
Non-EEO	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	$\frac{\mid 0 \mid}{\mid 0 \mid}$	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	100		0
Disability Genetics	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
Equal Pay Act	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
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	1	33	0	0	0	0	0	0	1	100	0	0

Total Number Findings	3		0		4		7		2		0	
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
Other	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	0	0
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		ı				ı						ı
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	0	0
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		1		ı		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
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		1		ı		ı						
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

Other	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												
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												
Workforce	0	0	0	0	0	0	0	0	0	0	0	0

transformation												
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	0		0		4		1		1		0	
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
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	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

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	0	0
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
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
							Con	npara	tiv	e Data	l	-
Pending Complaints File Previous Fiscal Years by S]	Prev	viou	s Fis	cal	Year	Da	ıta	2017	Γhru12-
Trevious Fiscal Teats by	rall	CIN	201	2	2013	3 2	014	201	5	2016		31
Total complaints from previous Fiscal Years	ous		283	3	202	2	233	265	5	277	2	124
Total Complainants			27	7	198	2	232	252	2	259	3	376
								1			<u> </u>	

Investigation	50	50	27	7	2	84
ROI issued, pending Complainant's action	0	9	1	1	0	10
Hearing	71	116	166	201	218	256
Final Agency Action	20	25	30	44	35	31
Appeal with EEOC Office of Federal Operations	44	71	93	49	91	91
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-
	2012	2013	2014	2015	2016	31
	2012	2013	2017	2013	2010	