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

ICE (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

			Cor	nparati	ive Data	1
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2017Thm,02 21
	2012	2013	2014	2015	2016	2017Thru03-31
Number of Complaints Filed	154	153	185	178	213	99
Number of Complainants	152	153	182	173	199	90
Repeat Filers	3	0	2	4	10	4

Complaints by Dosis			Com	parativ	ve Data	ı
Complaints by Basis	Pro	evious	Fiscal \	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	2017Thru03- 31
Race	60	57	70	70	84	47
Color	14	17	23	17	29	24
Religion	8	8	10	10	12	9
Reprisal	72	67	90	88	128	51
Sex	52	62	91	61	90	38
PDA	0	1	4	7	3	0

National Origin	47	33	36	36	54	36
Equal Pay Act	0	0	5	2	0	2
Age	54	66	79	60	98	47
Disability	28	25	37	33	43	19
Genetics	1	1	1	0	0	0
Non-EEO	9	10	13	8	19	7
		<u> </u>	Com	parativ	e Data	<u> </u>
Complaints by Issue	Pr	evious				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru03- 31
Appointment/Hire	7	10	4	6	8	5
Assignment of Duties	14	18	33	29	38	10
Awards	2	3	1	3	4	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action			1		1	1
Demotion	1	0	0	0	0	0
Reprimand	3	4	4	4	6	2
Suspension	6	6	4	3	10	3
Removal	4	2	3	0	0	2
Other	0	0	0	0	0	2
Duty Hours	1	1	1	2	4	2
Perf. Eval./ Appraisal	12	12	19	21	22	11
Examination/Test	0	1	2	2	2	0
Harassment						
Non-Sexual	60	52	97	81	87	44

Sexual		4	6	6	5	10	2							
Medical Examination		1	1	0	1	1	1							
Pay including overtime		3	3	9	19	11	8							
Promotion/Non-Selection		44	72	31	45	94	41							
Reassignment			-			-								
Denied		9	5	9	3	8	8							
Directed		7	6	18	1	15	15							
Reasonable Accommodation Disability	on	2	2	4	10	12	5							
Reinstatement		1	1	0	0	0	0							
Religious Accommodation		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	1							
Termination		6	5	10	8	6	3							
Terms/Conditions of Empl	oyment	26	6	18	14	36	14							
Time and Attendance		7	11	9	14	20	13							
Training		7	10	4	11	15	4							
Other														
Workforce transforma	tion	0	0	0	0	0	0							
User Defined - Other	2	0	0	0	0	0	2							
User Defined - Other	3	0	0	0	0	0	0							
User Defined - Other	4	0	0	0	0	0	0							
				Comparative Data										
Processing Time]	Previou	s Fisca	l Year	Data		2017Thru03-							
	2012	2013	201	4 20)15	2016	31							

Complaints pending during	fisca	ıl ye	ear									
Average number of days in investigation	301.	25	411.	12	448	.95	30	01.06	285	5.73	2	259.52
Average number of days in final action	131.	41	143.	12	117	.20	15	0.06	147	7.72	2	210.47
Complaint pending during	fiscal	yea	ar who	ere l	neari	ng w	as	reques	sted			
Average number of days in investigation	315.	59	413.	20	455	.30	30	08.50	293	3.17	2	239.94
Average number of days in final action	26.3	34	54.9	01	37.	96	69	9.09	98	.45	9	95.00
Complaint pending during	fiscal	yea	ar who	ere l	neari	ng w	as	not re	ques	sted		
Average number of days in investigation	287.	89	408.	43	436	.71	287.87		278.8		2	289.21
Average number of days in final action	321.	52	217.	77	173	.80	21	6.49	196	5.76	3	362.21
						C	om	parati	ive l	Data		
Complaints Dismissed Agency	by		Pı	evi	ous]	Fisca	ıl Y	ear D	ata		2017	Thru03-
rigeney			2012 2		013	201	4	2015	20	16		31
Total Complaints Dismisse Agency	d by		9		5	5 5		8	1	2		7
Average days pending priodismissal	r to		343	3	323	790	0	275	4	03		288
Com	plain	ts V	Vithd	raw	vn by	y Co	mp	lainar	ıts			
Total Complaints Withdrav Complainants	vn by	r	11		17	24		15	1	6		9
					(Com	pai	rative	Dat	a		
Total Final Agency			Prev	ious	s Fis	cal Y	Z ea	r Data	a		2017	7Thru03-
Actions Finding Discrimination	2	012	20	013	20	014		2015	20)16		31
	#	%	, #	%	#	%	#	%	#	%	#	%
							_					

Without Hearing	0	0	0	0	0	0	0	0	2	67	1	100
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	Thru03-
Note: Complaints can be	2	012	20	013	20	014	20	015	2	016		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		1	
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	1	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	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	13 %	20 #	014		20	15 %	#	016	#	31
Findings of Discrimination Rendered		I	Prev	iou	s Fi	sc	al Y	ear	· Dat	a		2017	Thru03-
						C	omp	ar	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
Disability	0	0	0	0	()	0	0	0	0	0	0	0
Age	0	0	0	0	2	2	50	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	()	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	1	25	0	0	0	0	0	0
PDA	0	0	0	0	()	0	0	0	0	0	0	0
Sex	0	0	0	0	2	2	50	0	0	1	100	1	100
Reprisal	0	0	0	0	2	2	50	0	0	0	0	0	0
Religion	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	3	75	0	0	0	0	0	0
Findings Without Hearing	0		0		4	1		0		1		1	
Noil-EEO	0	U	0	0		,	0	U	U	1	100	U	U
Genetics Non-EEO	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	+)	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	100	0	0
Disability	0	0	0	$\frac{\mid 0}{\mid 0}$)	0	0	0	0	0	0	0
Age	1	33	0	0	_)	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	$\frac{\mid 0}{\mid 0}$	+)	0	0	0	0	0	0	0
National Origin	0	0	0	0	_)	0	0	0	0	0	0	0
PDA	0	0	0	0	_)	0	0	0	0	0	0	0
Sex	1	33	0	0	+)	0	0	0	1	100	0	0

Total Number Findings	3		0		4		7		2		1	
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		1		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	1	100
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												
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
	7											
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						1
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		1										
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		1	
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								ı	ı		ı	ı
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

Total Complainants			27	7	198	2	32	252	2	259		356
Total complaints from previous Fiscal Years	ous		28:	3	202	2	33	265	5	277		402
•			201	2	2013	3 20	014	201	5	2016		31
Pending Complaints File Previous Fiscal Years by S]	Pre	viou	s Fis	cal	Year	Da	ıta	2017	Thru03
							Con	npara	tiv	e Data	l	
User Defined - Other 4	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 2	0	0	0	0	0	0	0	0	0	0	0	0
Workforce transformation	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define			•		•				-			
Training	0	0	0	0	0	0	1	100	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	100	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	2	50	0	0	0	0	1	100
Termination	0	0	0	0	1	25	0	0	0	0	0	0
Telework	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
Retirement	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
Reinstatement	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
Directed	0	0	0	0	1	25	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Investigation	50	50	27	7	2	52
ROI issued, pending Complainant's action	0	9	1	1	0	7
Hearing	71	116	166	201	218	274
Final Agency Action	20	25	30	44	35	35
Appeal with EEOC Office of Federal Operations	44	71	93	49	91	93
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-
						31
	2012	2013	2014	2015	2016	