

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

ICE (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
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						
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	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 Employment	26	6	18	14	36	14
Time and Attendance	7	11	9	14	20	13
Training	7	10	4	11	15	4
Other						
Workforce transformation	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	

Complaints pending during fiscal year												
Average number of days in investigation		301.25	411.12	448.95	301.06	285.73	259.52					
Average number of days in final action		131.41	143.12	117.20	150.06	147.72	210.47					
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation		315.59	413.20	455.30	308.50	293.17	239.94					
Average number of days in final action		26.34	54.91	37.96	69.09	98.45	95.00					
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation		287.89	408.43	436.71	287.87	278.81	289.21					
Average number of days in final action		321.52	217.77	173.80	216.49	196.76	362.21					
Complaints Dismissed by Agency			Comparative Data									
			Previous Fiscal Year Data								2017Thru03-31	
			2012	2013	2014	2015	2016					
Total Complaints Dismissed by Agency			9	5	5	8	12	7				
Average days pending prior to dismissal			343	323	790	275	403	288				
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants			11	17	24	15	16	9				
Total Final Agency Actions Finding Discrimination			Comparative Data									
			Previous Fiscal Year Data								2017Thru03-31	
			2012	2013	2014	2015	2016					
			#	%	#	%	#	%	#	%	#	%
Total Number Findings			3	0	0	6	3	1				

Without Hearing	0	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 by Basis	Comparative Data												
	Previous Fiscal Year Data										2017Thru03-31		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2012		2013		2014		2015		2016				
	#	%	#	%	#	%	#	%	#	%	#	%	
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	

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												
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

Reassignment												
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	100
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2017Thru03-31					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	283	202	233	265	277	402						
Total Complainants	277	198	232	252	259	356						
Number complaints pending												

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	
Pending Complaints Where Investigations Exceed Required Time Frames	106	95	55	35	20	27