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

## ICE (and below)

For 3rd Quarter 2017 for period ending June 30, 2017

			Cor	nparati	ive Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2017Thru06-30
	2012	2013	2014	2015	2016	201/11llru00-30
Number of Complaints Filed	154	153	185	178	213	169
Number of Complainants	152	153	182	173	199	155
Repeat Filers	3	0	2	4	10	9

Complaints by Pagis			Com	parativ	ve 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	2017Thru06- 30
Race	60	57	70	70	84	76
Color	14	17	23	17	29	37
Religion	8	8	10	10	12	11
Reprisal	72	67	90	88	128	91
Sex	52	62	91	61	90	70
PDA	0	1	4	7	3	0

National Origin	47	33	36	36	54	50
Equal Pay Act	0	0	5	2	0	5
Age	54	66	79	60	98	71
Disability	28	25	37	33	43	46
Genetics	1	1	1	0	0	0
Non-EEO	9	10	13	8	19	13
			Com	parativ	ve Data	l
Complaints by Issue	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	2017Thru06- 30
Appointment/Hire	7	10	4	6	8	12
Assignment of Duties	14	18	33	29	38	27
Awards	2	3	1	3	4	3
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	9
Suspension	6	6	4	3	10	5
Removal	4	2	3	0	0	6
Other	0	0	0	0	0	3
Duty Hours	1	1	1	2	4	2
Perf. Eval./ Appraisal	12	12	19	21	22	23
Examination/Test	0	1	2	2	2	0
Harassment						
Non-Sexual	60	52	97	81	87	76

Sexual		4	6	6	5	10	6
Medical Examination		1	1	0	1	1	2
Pay including overtime		3	3	9	19	11	15
Promotion/Non-Selection		44	72	31	45	94	60
Reassignment							
Denied		9	5	9	3	8	15
Directed		7	6	18	1	15	22
Reasonable Accommodation Disability	on	2	2	4	10	12	13
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	5
Terms/Conditions of Empl	oyment	26	6	18	14	36	30
Time and Attendance		7	11	9	14	20	21
Training		7	10	4	11	15	9
Other							
Workforce transforma	tion	0	0	0	0	0	0
User Defined - Other	2	0	0	0	0	0	3
User Defined - Other	3	0	0	0	0	0	1
User Defined - Other	4	0	0	0	0	0	1
			Co	mpara	tive D	ata	
<b>Processing Time</b>	]	Previou	s Fisca	l Year	Data		2017Thru06-
	2012	2013	201	4 20	)15	2016	30

Complaints pending during	fisca	al ye	ear										
Average number of days in investigation	301.	25	411	.12	44	<del></del> 18.	.95	30	1.06	285	5.73	2	257.06
Average number of days in final action	131.	41	143	.12	11	17.	.20	15	0.06	147	7.72	1	90.83
Complaint pending during	fiscal	l yea	ar wł	ere	hea	ıriı	ng w	as	reque	sted			
Average number of days in investigation	315.	59	413	.20	45	55.	.30	30	8.50	293	3.17	2	248.80
Average number of days in final action	26.3	34	54.	91	3	7.9	96	69	9.09	98	.45		96.58
Complaint pending during	fiscal	l yea	ar wł	ere	hea	ıriı	ng w	'as	not re	ques	sted		
Average number of days in investigation	287.	89	408	.43	43	36.	.71 28		287.87		3.81	2	269.81
Average number of days in final action	321.	52	217	.77	17	73.	.80	21	6.49	196	5.76	3	340.17
							Co	om	parat	ive ]	Data		
Complaints Dismissed Agency	by	Ì	P	iou	s I	∃isca	ıl Y	ear I	)ata		2017	Thru06-	
rageney		Ì	2012	2 2	2013	3	201	4	2015	20	)16		30
Total Complaints Dismisse Agency	d by		9		5		5		8	1	2		16
Average days pending prio dismissal	r to		343		323		790	) C	275	4	03		222
Com	plain	ts V	Vith	lrav	wn '	by	Co.	mp	laina	nts			
Total Complaints Withdray Complainants	vn by	7	11		17		24		15	1	6		14
						(	Comj	pai	rative	Dat	ta		
Total Final Agency			Pre	viou	ıs F	`is(	cal Y	 Zea	r Dat	a		2017	7Thru06-
Actions Finding Discrimination	2	012	2 2	2013		20	)14	2	2015	20	016		30
	#	%	ó #	9/	, D #	#	%	#	%	#	%	#	%

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 Discrimination Rendered					(	Comp	par	ative	Da	ta		
by Basis		P	rev	ious	Fis	cal Y	Zea:	r Dat	a		2017	Thru06-
Note: Complaints can be	2	012	20	013	20	)14	20	015	2	016		30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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

by Issue	<b>2</b> 0	)12 %	<b>20</b>	13	#	201		<b>20</b> #	15 %	<b>2</b>	016 %	#	30
Findings of Discrimination Rendered		I	Prev	iou	s I	Fisc	cal Y	ea	r Dat	ta		2017	Thru06-
			-	1		(	com <sub>]</sub>	- par	ative	Da	ita		
Non-EEO	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	1	50
Age	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
National Origin	0	0	0	(	)	1	25	0	0	0	0	0	0
PDA	0	0	0	(	)	0	0	0	0	0	0	0	0
Sex	0	0	0	(	)	2	50	0	0	1	100	2	100
Reprisal	0	0	0	(	)	2	50	0	0	0	0	0	0
Religion	0	0	0	(	)	0	0	0	0	0	0	0	0
Color	0	0	0	(	)	1	25	0	0	0	0	0	0
Race	0	0	0	(	)	3	75	0	0	0	0	0	0
Findings Without Hearing	0		0			4		0		1		2	
Non-EEO	0	0	0		)	0	0	0	0	1	100	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	1	33	0			0	0	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	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

<b>Total Number Findings</b>	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
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	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		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	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												
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												
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		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												1
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	1	50
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	3	315
Total complaints from previous Fiscal Years	ous		28:	3	202	2	33	265	5	277	3	357
			201	2	2013	3 20	014	201	5	2016		30
Pending Complaints File Previous Fiscal Years by S			]	Pre	viou	s Fis	cal	Year	Da	ıta		Γhru06
							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	50
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	28
ROI issued, pending Complainant's action	0	9	1	1	0	0
Hearing	71	116	166	201	218	261
Final Agency Action	20	25	30	44	35	28
Appeal with EEOC Office of Federal Operations	44	71	93	49	91	99
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-
	2012	2013	2014	2015	2016	30