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

ICE (and below)

For 1st Quarter 2015 for period ending December 31, 2014

		Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2015Thru12-31							
	2010	2011	2012	2013	2014	20151 III u 12-31							
Number of Complaints Filed	222	204	154	153	185	42							
Number of Complainants	222	204	152	153	182	42							
Repeat Filers	0	0	3	0	2	0							

Complaints by Desig	Comparative Data											
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.	2010	2011	2012	2013	2014	2015Thru12- 31						
Race	73	85	60	57	70	14						
Color	30	34	14	17	23	6						
Religion	9	10	8	8	10	0						
Reprisal	95	117	72	67	90	24						
Sex	63	80	52	62	91	12						
PDA	0	0	0	1	4	0						

National Origin	35	44	47	33	36	10
Equal Pay Act	0	1	0	0	5	0
Age	66	79	54	66	79	17
Disability	39	45	28	25	37	5
Genetics	0	0	1	1	1	0
Non-EEO	9	16	9	10	13	2
			Com	parativ	ve Data	1
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.	2010	2011	2012	2013	2014	2015Thru12- 31
Appointment/Hire	12	1	7	10	4	2
Assignment of Duties	12	10	14	18	33	7
Awards	5	11	2	3	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	11	22	3	4	4	2
Suspension	9	5	6	6	4	0
Removal	2	2	4	2	3	0
Other	4	4	1	5	5	1
Duty Hours	4	5	1	1	1	0
Evaluation Appraisal	23	26	12	12	19	3
Examination/Test	0	1	0	1	2	0
Harassment						
Non-Sexual	78	94	60	52	97	23

Sexual		3	11	4	6	6	0
Medical Examination		5	3	1	1	0	0
Pay (Including Overtime)	1	17	3	3	9	4
Promotion/Non-Selection	1	47	50	44	72	31	13
Reassignment							
Denied		7	12	9	5	9	1
Directed		7	34	7	6	18	0
Reasonable Accommoda	tion	5	2	2	2	4	1
Reinstatement		0	0	1	1	0	0
Retirement		3	1	0	0	0	0
Termination		28	17	6	5	10	3
Terms/Conditions of Em	ployment	52	91	26	6	18	4
Time and Attendance		6	5	7	11	9	3
Training		4	7	7	10	4	5
Other		15	21	2	4	3	2
			Con	npara	tive D	ata	
Processing Time	P	revious	Fiscal	Year	Data		2015Thru12-
	2010	2011	2012	2 2	2013	2014	31
Complaints pending duri	ng fiscal ye	ear					
Average number of days in investigation	217.32	217.10	301.2	25 41	11.12	448.95	342.13
Average number of days in final action	1,019.14	423.24	131.4	1 14	43.12	117.20	135.10
Complaint pending durin	g fiscal yea	ar where	hearing	g was	reques	sted	
Average number of days in investigation	218.31	216.93	315.5	59 41	13.20	455.30	360.45

	1	Previous Fiscal Year Data 2015Thru1 2010 2011 2012 2013 2014 31									31	
Discrimination Render by Basis	ed		Prev	ious	s Fis	scal Y	'ear	· Dat	a		2015	
Findings of						Comp	ara	ıtive	Dat	ta		
With Hearing		0 0	0	0	3	100	0	0	0	0	2	100
Without Hearing] 1	1 10	0 0	0	0	0	0	0	0	0	0	0
Total Number Findings	1	1	0		3		0		0		2	
	#	4 %	ó #	%	#	%	#	%	#	%	#	%
Actions Finding Discrimination		2010) 20)11	2	012	20	013	20)14		31
Total Final Agency			Prev	ious	Fis	cal Y	ear	Data	a		2015	Thru12-
				<u> </u>	(Comp	ara	tive	 Dat	a		
Total Complaints Withdo	rawn t	ру	10	2	20	11		17	2	24		4
Со	mplai	ints V	Withd	raw	n by	y Con	npla	ainar	ıts			
Average days pending pridismissal	rior to		635	10	65	343		323	7	90		469
Total Complaints Dismis Agency	ssed by	y	36	2	25	9		5	:	5		1
geey			2010	20	11	2012	2 2	2013	20)14		31
Complaints Dismiss Agency	ed by	Previous Fiscal Year Data 2015Thru12-										
						Co	mp	arati	ive]	Data		
Average number of days in final action	1,01	9.14	423.	24	321	.52	217	.77	173	3.80	1	91.68
Average number of days in investigation	216	5.59	217.	21	287	.89	408	.43	436	5.71	3	18.14
Complaint pending durin	ng fisc	al ye	ar whe	re h	eari	ng wa	as n	ot red	ques	sted		
Average number of days in final action	0)	0		26.	34	54.	91	37	.96	<u> </u>	37.36

filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		3		0		4		2	
Race	0	0	0	0	1	33	0	0	3	75	0	0
Color	0	0	0	0	2	67	0	0	1	25	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	3	100	0	0	2	50	1	50
Sex	1	100	0	0	1	33	0	0	2	50	1	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	0	0	0	0	0	0	1	25	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	33	0	0	2	50	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	1	25	0	0
	1		ı		ı		ı		ı		I	
Findings After Hearing	0		0		3		0		0		2	
Race	0	0	0	0	1	33	0	0	0	0	0	0
Color	0	0	0	0	2	67	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	3	100	0	0	0	0	1	50
Sex	0	0	0	0	1	33	0	0	0	0	1	50
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	1	33	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	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		0		4		0	
Race	0	0	0	0	0	0	0	0	3	75	0	0
Color	0	0	0	0	0	0	0	0	1	25	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	2	50	0	0
Sex	1	100	0	0	0	0	0	0	2	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	0	0	0	0	0	0	1	25	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	2	50	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	1	25	0	0
					(Comp	ara	tive	Da	ta		
Findings of Discrimination		P	revi	ous	Fisc	cal Y	ear	Dat	a		2015	Thru12-
Rendered by Issue	2	2010	20	011	20	012	20	13	20	14		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		3		0		4		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	0	0	1	33	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0

Conversion to Full-time	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	1	33	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	25	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
Evaluation Appraisal	0	0	0	0	1	33	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	1	33	0	0	3	75	2	100
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)	1	100	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	2	50	0	0
Reassignment												1
Denied	1	100	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	25	1	50
Reasonable 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
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	25	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	2	50	2	100
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	33	0	0	0	0	0	0

Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		3		0		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	33	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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	1	33	0	0	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
Evaluation Appraisal	0	0	0	0	1	33	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	1	33	0	0	0	0	2	100
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	1	50
Reasonable 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
Retirement	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	2	100
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	33	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		0		4		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	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	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	1	25	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
Evaluation 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	1	100	0	0	0	0	0	0	3	75	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)													
ray (menuming Overtime)	1	10	00	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	10	00	0	0	0	0	0	0	2	50	0	0
Reassignment													1
Denied	1	10	00	0	0	0	0	0	0	0	0	0	0
Directed	0	(0	0	0	0	0	0	0	1	25	0	0
Reasonable 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
Retirement	0	(0	0	0	0	0	0	0	0	0	0	0
Termination	0	(0	0	0	0	0	0	0	1	25	0	0
Terms/Conditions of Employment	0	(0	0	0	0	0	0	0	2	50	0	0
Time and Attendance	1	10	00	0	0	0	0	0	0	0	0	0	0
Training	0	(0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	(0	0	0	0	0	0	0	0	0	0	0
							Co	mp	arati	ive	Data	1	
Pending Complaints Filed Previous Fiscal Years by St			Comparative Data Previous Fiscal Year Data 2015Th										
Trevious risear rears by S	iaiu	c		Pro	evio	us F	isca	l Y	ear I) ata	ì	2015	Thru12-
		S	20	Pro 10	201		isca 2012		ear I 2013		014	2015	Thru12- 31
Total complaints from previo	us	S				11		2 2		2		2015	_
	us	S	3	10	201	0	2012	2 2	2013	2	014	2015	
Fiscal Years		S	3	10	20 1	0	2012	2 2	2013 202	2	014	2015	355
Fiscal Years Total Complainants		S	31	10	20 1	0 0	2012	2 2	2013 202	2	014	2015	355
Fiscal Years Total Complainants Number complaints pendin			31	17 17	33 33	0 0	2012 283 277	2 2	2013 202 198	2	014 233 232	2015	31 355 340
Fiscal Years Total Complainants Number complaints pendin Investigation ROI issued, pending			31 31 (110 117 117 7	33 33 22	0 0	2012 283 277 50	2 2	2013 202 198 50	2 2	014 233 232 27	2015	31 355 340 98
Fiscal Years Total Complainants Number complaints pendin Investigation ROI issued, pending Complainant's action			31 31 7	10 17 17 7	33 33 22 0	0 0 0	2012 283 277 50 0	2 2	2013 202 198 50 9	2 2	014 233 232 27	2015	31 355 340 98 11

			Com	parativ	ve Data	l
Complaint Investigations	Pr	evious	Fiscal \	Year D	ata	2015Thru12-
	2010	2011	2012	2013	2014	31
Pending Complaints Where Investigations Exceed Required Time Frames	30	59	106	95	55	62