

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

## ICE (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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	47	50	44	72	31	13
<b>Reassignment</b>						
Denied	7	12	9	5	9	1
Directed	7	34	7	6	18	0
Reasonable Accommodation	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 Employment	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru12-31</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Complaints pending during fiscal year						
Average number of days in investigation	217.32	217.10	301.25	411.12	448.95	342.13
Average number of days in final action	1,019.14	423.24	131.41	143.12	117.20	135.10
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	218.31	216.93	315.59	413.20	455.30	360.45

Average number of days in final action	0	0	26.34	54.91	37.96	37.36						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	216.59	217.21	287.89	408.43	436.71	318.14						
Average number of days in final action	1,019.14	423.24	321.52	217.77	173.80	191.68						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru12-31</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total Complaints Dismissed by Agency	36	25	9	5	5	1						
Average days pending prior to dismissal	635	165	343	323	790	469						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	10	20	11	17	24	4						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru12-31</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		3		0		0		2	
Without Hearing	1	100	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	3	100	0	0	0	0	2	100
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru12-31</b>	
<i>Note: Complaints can be</i>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							





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												
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







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												
Denied	1	100	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	100	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2015Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total complaints from previous Fiscal Years	317	330	283	202	233	355						
Total Complainants	317	330	277	198	232	340						
<b>Number complaints pending</b>												
Investigation	17	22	50	50	27	98						
ROI issued, pending Complainant's action	0	0	0	9	1	11						
Hearing	75	90	71	116	166	204						
Final Agency Action	28	16	20	25	30	32						
Appeal with EEOC Office of Federal Operations	4	26	44	71	93	70						

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015 Thru 12-31</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	30	59	106	95	55	62