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

ICE (and below)

For 2nd Quarter 2015 for period ending March 31, 2015

			ı				
Complaint Activity	Pr	evious	ıta	2015Thru03-31			
	2010	2011	2012	2013	2014	2015111ru05-51	
Number of Complaints Filed	222	204	154	153	185	93	
Number of Complainants	222	204	152	153	182	92	
Repeat Filers	0	0	3	0	2	1	

Complaints by Posis	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	2015Thru03- 31						
Race	73	85	60	57	70	34						
Color	30	34	14	17	23	10						
Religion	9	10	8	8	10	7						
Reprisal	95	117	72	67	90	50						
Sex	63	80	52	62	91	32						
PDA	0	0	0	1	4	4						

National Origin	35	44	47	33	36	21
Equal Pay Act	0	1	0	0	5	1
Age	66	79	54	66	79	35
Disability	39	45	28	25	37	13
Genetics	0	0	1	1	1	0
Non-EEO	9	16	9	10	13	6
			Com	parativ	ve Data	ı
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	2015Thru03- 31
Appointment/Hire	12	1	7	10	4	3
Assignment of Duties	12	10	14	18	33	16
Awards	5	11	2	3	1	2
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	4
Suspension	9	5	6	6	4	2
Removal	2	2	4	2	3	0
Other	4	4	1	5	5	1
Duty Hours	4	5	1	1	1	1
Evaluation Appraisal	23	26	12	12	19	12
Examination/Test	0	1	0	1	2	0
Harassment						
Non-Sexual	78	94	60	52	97	42

Sexual		3	11	4	6	6	2
Medical Examination		5	3	1	1	0	1
Pay (Including Overtime))	1	17	3	3	9	8
Promotion/Non-Selection	1	47	50	44	72	31	24
Reassignment							
Denied		7	12	9	5	9	2
Directed		7	34	7	6	18	0
Reasonable Accommoda	tion	5	2	2	2	4	4
Reinstatement		0	0	1	1	0	0
Retirement		3	1	0	0	0	0
Termination		28	17	6	5	10	4
Terms/Conditions of Emp	ployment	52	91	26	6	18	6
Time and Attendance		6	5	7	11	9	8
Training		4	7	7	10	4	9
Other		15	21	2	4	3	2
			Con	npara	ative D	ata	
Processing Time	P	revious	Fiscal	Year	r Data		2015Thru03-
	2010	2011	2012	2	2013	2014	31
Complaints pending during	ng fiscal ye	ear					
Average number of days in investigation	217.32	217.10	301.2	25 4	11.12	448.95	319.28
Average number of days in final action	1,019.14	423.24	131.4	41 1	43.12	117.20	114.38
Complaint pending durin	g fiscal yea	ar where	hearin	g was	s reque	sted	
Average number of days in investigation	218.31	216.93	315.5	59 4	-13.20	455.30	331.26

Average number of days in final action	()		0		26.	34	54	.91	37	.96		38.61
Complaint pending durin	g fisc	al ye	ar w	he	re h	eari	ng w	as n	ot re	ques	sted		
Average number of days in investigation	216	5.59	21	7.2	21	287	7.89	408	3.43	430	5.71	3	303.15
Average number of days in final action	1,01	19.14 423.24 321.52 217.77 173.80 171.21										71.21	
		Comparative Data											
Complaints Dismisso Agency	ed by	,]	Pr	evio	us l	Fisca	l Y	ear D	ata		2015	Thru03-
		2010 2011 2012 2013 2014 31										31	
Total Complaints Dismis Agency	sed b	у	36	5	2	5	9		5		5		3
Average days pending pridismissal	ior to	1	63.	5	16	55	343	3	323	7	90		307
Cor	mpla	ints V	Vith	ıdı	rawı	n by	y Cor	npl	ainaı	nts			
Total Complaints Withdr Complainants	awn l	by	10)	2	0	11		17	2	24		6
						(Comp	oara	itive	Dat	a		
Total Final Agency			Pre	evi	ous	Fis	cal Y	ear	Dat	a		2015	5Thru03-
Actions Finding Discrimination		2010)	20	11	2	012	2	013	20	014		31
	7	# 9⁄	ó	#	%	#	%	#	%	#	%	#	%
Total Number Findings	-	1		0		3		0		0		2	
Without Hearing		1 10	00	0	0	0	0	0	0	0	0	0	0
With Hearing	(0 0) (0	0	3	100	0	0	0	0	2	100
Findings of Discrimination Render	ad						Comj	para	ative	Dat	ta		
by Basis	ea		Pr	ev	ious	Fis	scal Y	Zea1	r Dat	a		201	5Thru03-
Note: Complaints can be	,	201	0	20)11	2	2012	2	2013	2	014		31

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
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

Assignment of Duties	1	100	0	0	1	33	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Total Number Findings	$\frac{\mid^{\pi}}{\mid_{1}}$	/0	0	/0	3	/0	0	/0	4	70	2	/0
	#	%	_	%	#	%	#	%	#	%	#	%
Rendered by Issue		2010	2	011	20	012	20	13	20	14	4 015	31
Findings of Discrimination		P	revi	ious	Fisc	cal Y	ear	Data	a		2015	Thru03-
					(Comp	ara	tive	Dat	ta		
Non-EEO	0	0	0	0	0	0	0	0	1	25	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	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
Equal Pay Act	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
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	1	100	0	0	0	0	0	0	2	50	0	0
Reprisal	1	100	0	0	0	0	0	0	2	50	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	1	25	0	0
Race	0	0	0	0	0	0	0	0	3	75	0	0
Findings Without Hearing	1		0		0		0		4		0	
Non-EEO	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
Disability	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												
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)													
1 ay (Including 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		_											
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	ve	Data	1	
Pending Complaints Filed Previous Fiscal Years by St			-										
Trevious riseur rears by bo	.ucu,	2		Pro	eviou	ıs F	isca	ΙY	ear D	ata	ì	2015	Thru03-
		S	20	Pro 10	201		iscal		ear E 2013		014	2015	Thru03- 31
Total complaints from previo	us	S				11		2 2		2		2015	
Total complaints from previo Fiscal Years Total Complainants	us	S	3	10	201	0	2012	2 2	2013	2	014	2015	
Fiscal Years Total Complainants		S	3	17	33	0	201 2 283	2 2	2013 202	2	014 233	2015	31 327
Fiscal Years Total Complainants		S	31	17	33	0	201 2 283	2 2	2013 202	2	014 233	2015	31 327
Fiscal Years Total Complainants Number complaints pending		S	31	17 17	33 33	0 0	2012 283 277	2 2	2013 202 198	2	014 233 232	2015	31 327 313
Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending		S	333	17 17 7	33 33 22	0 0	2012 283 277 50	2 2	2013 202 198 50	2	014 233 232 27	2015	31 327 313 39
Fiscal Years Total Complainants Number complaints pendin Investigation ROI issued, pending Complainant's action		S	31 31 7	117 117 7 7	33 33 22 0	0 0 0	2012 283 277 50	2 2	2013 202 198 50 9	2 2	014 233 232 27	2015	31 327 313 39 20

			Com	parati	ve Data	1
Complaint Investigations	Pro	evious	Fiscal Y	Year D	ata	2015Thru03-
	2010	2011	2012	2013	2014	31
Pending Complaints Where Investigations Exceed Required Time Frames	30	59	106	95	55	35