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

ICE (and below)

For 3rd Quarter 2015 for period ending June 30, 2015

	Comparative Data												
Complaint Activity	Pr	evious	ıta	2015Thru06-30									
	2010	2011	2012	2013	2014	20151 II ru00-30							
Number of Complaints Filed	222	204	154	153	185	141							
Number of Complainants	222	204	152	153	182	138							
Repeat Filers	0	0	3	0	2	3							

Complaints by Dasis	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	2015Thru06- 30						
Race	73	85	60	57	70	54						
Color	30	34	14	17	23	12						
Religion	9	10	8	8	10	9						
Reprisal	95	117	72	67	90	66						
Sex	63	80	52	62	91	47						
PDA	0	0	0	1	4	7						

National Origin	35	44	47	33	36	29
Equal Pay Act	0	1	0	0	5	2
Age	66	79	54	66	79	50
Disability	39	45	28	25	37	26
Genetics	0	0	1	1	1	0
Non-EEO	9	16	9	10	13	8
			Com	parativ	ve Data	L
Complaints by Issue	Pro	evious	Fiscal '	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	2015Thru06- 30
Appointment/Hire	12	1	7	10	4	5
Assignment of Duties	12	10	14	18	33	21
Awards	5	11	2	3	1	3
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	2
Duty Hours	4	5	1	1	1	2
Evaluation Appraisal	23	26	12	12	19	15
Examination/Test	0	1	0	1	2	1
Harassment						
Non-Sexual	78	94	60	52	97	61

Sexual		3	11	4	6	6	3
Medical Examination		5	3	1	1	0	1
Pay (Including Overtime)	1	17	3	3	9	14
Promotion/Non-Selection	1	47	50	44	72	31	35
Reassignment							
Denied		7	12	9	5	9	3
Directed		7	34	7	6	18	0
Reasonable Accommoda	tion	5	2	2	2	4	9
Reinstatement		0	0	1	1	0	0
Retirement		3	1	0	0	0	3
Termination		28	17	6	5	10	5
Terms/Conditions of Em	ployment	52	91	26	6	18	9
Time and Attendance		6	5	7	11	9	11
Training		4	7	7	10	4	10
Other		15	21	2	4	3	2
			Con	ıpara	tive D	ata	
Processing Time	P	revious	Fiscal	Year	Data		2015Thru06-
	2010	2011	2012	2 2	2013	2014	30
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	312.83
Average number of days in final action	1,019.14	423.24	131.4	1 14	43.12	117.20	116.17
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	315.98

Note: Complaints can be	2	2010 2011 2012 2013 2014									30		
Discrimination Render by Basis	ed		Pre	vio	us I	Fis	scal Y	ear	r Dat	a		201:	5Thru06-
Findings of						(Comp	oara	ative	Da	ta		
With Hearing	() (0	()	3	100	0	0	0	0	4	100
Without Hearing	1	1 10	00 0	()	0	0	0	0	0	0	0	0
Total Number Findings	1	l	0			3		0		0		4	
	#	# 9⁄	⁄o #	9/	6	#	%	#	%	#	%	#	%
Actions Finding Discrimination		2010) 2	2011	1	2	012	2	013	20)14	201.	30
Total Final Agency			Pre	viou	ıs F		cal Y					2014	5Thru06-
1						(Comp	ara	ative	 Dat	a		
Total Complaints Withdr Complainants	awn t	у	10		20		11		17	2	24		10
Со	mplai	ints \	With	dra	wn	by	Con	npl	ainar	ıts			
Average days pending pr dismissal	ior to		635		165	5	343		323	7	90		289
Total Complaints Dismis Agency	sed by	y	36		25		9		5		5		5
rigency		2010 2011 2012 2013 2014 30											
Complaints Dismiss Agency	ed by	-											
days in final action	1,019	19.14 423.24 321.52 217.77 173.80 153.19 Comparative Data										.53.19	
Average number of days in investigation Average number of	216	5.59	217	.21	28	87	.89	408	3.43	436	5.71	3	308.02
Complaint pending durin	g fisc	al ye	ar wł	ere	hea	ari	ng wa	as n	ot re	ques	sted		
Average number of days in final action	C)	()	2	26.	34	54	.91	37	.96		73.67

filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		3		0		4		4	
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	3	75
Sex	1	100	0	0	1	33	0	0	2	50	3	75
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	1	25
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	1	25
			I		ı		I		ı		I	
Findings After Hearing	0		0		3		0		0		4	
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	3	75
Sex	0	0	0	0	1	33	0	0	0	0	3	75
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	1	25
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	1	25
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	Thru06-
Rendered by Issue	2	2010	20	011	2	012	20	13	20)14		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		3		0		4		4	
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												1
Non-Sexual	1	100	0	0	1	33	0	0	3	75	4	100
Sexual	0	0	0	0	0	0	0	0	0	0	1	25
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	25
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	50
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		4	
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	4	100
Sexual	0	0	0	0	0	0	0	0	0	0	1	25
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	25
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	50
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 (mending 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	1	25	0	0
Reasonable Accommodation	0	()	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	()	0	0	0	0	0	0	0	0	0	0
Retirement	0	()	0	0	0	0	0	0	0	0	0	0
Termination	0	()	0	0	0	0	0	0	1	25	0	0
Terms/Conditions of Employment	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
Other - User Defined	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													
Trevious Fiscar Tears by S	iatu	e		Pro	evio	us F	isca	l Ye	ear I	ata	a	2015	Thru06-
		S	20		201		isca 2012		ear I 2013		a 014	2015	5Thru06- 30
Total complaints from previo	us	S	20	10		11		2 2		2		2015	
	us	S	31	10	201	0	2012	2 2	2013	2	014	2015	
Fiscal Years		S	31	10	33	0	2012	2 2	2013 202	2	014	2015	293
Fiscal Years Total Complainants		S	31	10	33	0 0	2012	2 2	2013 202	2	014	2015	293
Fiscal Years Total Complainants Number complaints pendin		S	31	10 17 17	33 33	0 0	2012 283 277	2 2	2013 202 198	2	014 233 232	2015	30293279
Fiscal Years Total Complainants Number complaints pendin Investigation ROI issued, pending		S	311 311 (117 117 7	33 33 22	0 0	2012 283 277 50	2 2	2013 202 198 50	2 2	014 233 232 27		3029327918
Fiscal Years Total Complainants Number complaints pendin Investigation ROI issued, pending Complainant's action		S	311 311 (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		30293279185

			Com	parativ	ve Data	l
Complaint Investigations	Pro	evious	Fiscal \	Year D	ata	2015Thru06-
	2010	2011	2012	2013	2014	30
Pending Complaints Where Investigations Exceed Required Time Frames	30	59	106	95	55	30