

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

ICE (and below)

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	204	154	153	185	178	68
Number of Complainants	204	152	153	182	173	68
Repeat Filers	0	3	0	2	4	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	85	60	57	70	70	21
Color	34	14	17	23	17	5
Religion	10	8	8	10	10	1
Reprisal	117	72	67	90	88	39
Sex	80	52	62	91	61	30
PDA	0	0	1	4	7	1

National Origin	44	47	33	36	36	14
Equal Pay Act	1	0	0	5	2	0
Age	79	54	66	79	60	29
Disability	45	28	25	37	33	12
Genetics	0	1	1	1	0	0
Non-EEO	16	9	10	13	8	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	1	7	10	4	6	2
Assignment of Duties	10	14	18	33	29	12
Awards	11	2	3	1	3	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	22	3	4	4	4	1
Suspension	5	6	6	4	3	3
Removal	2	4	2	3	0	0
Other	0	0	0	0	0	6
Duty Hours	5	1	1	1	2	1
Perf. Eval./ Appraisal	26	12	12	19	21	7
Examination/Test	1	0	1	2	2	0
Harassment						
Non-Sexual	94	60	52	97	81	25

Sexual	11	4	6	6	5	2
Medical Examination	3	1	1	0	1	0
Pay including overtime	17	3	3	9	19	3
Promotion/Non-Selection	50	44	72	31	45	29
Reassignment						
Denied	12	9	5	9	3	1
Directed	34	7	6	18	1	5
Reasonable Accommodation Disability	2	2	2	4	10	3
Reinstatement	0	1	1	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	0	0	3	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	1
Termination	17	6	5	10	8	2
Terms/Conditions of Employment	91	26	6	18	14	13
Time and Attendance	5	7	11	9	14	9
Training	7	7	10	4	11	4
Other						
Workforce transformation	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	

Complaints pending during fiscal year														
Average number of days in investigation		0	0	0	0	0	274.89							
Average number of days in final action		0	0	0	0	0	171.85							
Complaint pending during fiscal year where hearing was requested														
Average number of days in investigation		216.93	315.59	413.20	455.30	308.50	278.29							
Average number of days in final action		0	26.34	54.91	37.96	69.09	132.07							
Complaint pending during fiscal year where hearing was not requested														
Average number of days in investigation		217.21	287.89	408.43	436.71	287.87	271.67							
Average number of days in final action		423.24	321.52	217.77	173.80	216.49	214.69							
Complaints Dismissed by Agency			Comparative Data											
			Previous Fiscal Year Data								2016Thru12-31			
			2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency			25	9	5	5	8	4						
Average days pending prior to dismissal			165	343	323	790	275	905						
Complaints Withdrawn by Complainants														
Total Complaints Withdrawn by Complainants			20	11	17	24	15	6						
Total Final Agency Actions Finding Discrimination			Comparative Data											
			Previous Fiscal Year Data								2016Thru12-31			
			2011	2012	2013	2014	2015							
			#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			0		3		0		0		6		0	

Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	3	100	0	0	0	0	6	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2011		2012		2013		2014		2015		# %	
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		3		0		4		7		0	
Race	0	0	1	33	0	0	3	75	0	0	0	0
Color	0	0	2	67	0	0	1	25	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	3	100	0	0	2	50	0	0	0	0
Sex	0	0	1	33	0	0	2	50	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	25	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	2	50	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	1	25	0	0	0	0
Findings After Hearing	0		3		0		0		0		0	
Race	0	0	1	33	0	0	0	0	0	0	0	0
Color	0	0	2	67	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	3	100	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		0		4		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	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												
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	1	25	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	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	3	75	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	0	0	2	50	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	25	0	0	0	0
Reasonable Accommodation Disability	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
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	1	25	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	2	50	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	100	0	0
Training	0	0	0	0	0	0	0	0	1	100	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2016Thru12-31						
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	330	283	202	233	265	375						
Total Complainants	330	277	198	232	252	346						
Number complaints pending												
Investigation	22		50	50	27	7	82					

ROI issued, pending Complainant's action	0	0	9	1	1	10
Hearing	90	71	116	166	201	0
Final Agency Action	16	20	25	30	44	40
Appeal with EEOC Office of Federal Operations	26	44	71	93	49	55
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	59	106	95	55	35	46