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

## ICE (and below)

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

			Coı	nparati	ive Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2016Thru12-31
	2011	2012	2013	2014	2015	20101 nru12-31
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 Dasis			Com	parativ	e Data	1
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.	2011	2012	2013	2014	2015	2016Thru12- 31
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
			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru12- 31
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	on	2	2	2	4	10	3
Reinstatement		0	1	1	0	0	0
Religious Accommodation	l	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 Empl	oyment	91	26	6	18	14	13
Time and Attendance		5	7	11	9	14	9
Training		7	7	10	4	11	4
Other						-	
Workforce transforma	ition	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
			Co	mpara	tive D	ata	
<b>Processing Time</b>		Previou	s Fisca	l Year	Data		2016Thru12-
	2011	2012	2013	3 20	)14	2015	31

Complaints pending during	fisca	al ye	ear												
Average number of days in investigation	0		0		0			0		0	27	74.89			
Average number of days in final action	0		0		C			0		0	17	71.85			
Complaint pending during	fisca	l yea	ar whe	re h	neari	ng w	as	reque	ste	d					
Average number of days in investigation	216.	.93	315.5	59	413	.20	45	55.30	30	08.50	27	78.29			
Average number of days in final action	0		26.3	4	54.	91	3′	7.96	6	9.09	13	32.07			
Complaint pending during	fisca	l yea	ar whe	re l	neari	ng w	as	not re	equ	ested					
Average number of days in investigation	217.	21	287.8	39	408	.43	43	6.71	28	87.87	27	71.67			
Average number of days in final action	423.	24	321.5	52	217	.77	17	3.80	2	16.49	21	4.69			
				Comparative Data											
Complaints Dismissed Agency	by	ĺ	Pr	evi	ous ]	Fisca	al Y	ear I	Dat	ta	2016]	Thru12-			
rigency			2011	20	012	201	3	2014	1 2	2015		31			
Total Complaints Dismisse Agency	d by		25		9	5	5			8	4				
Average days pending prio dismissal	r to		165	3	43	32.	3	790		275	Ģ	905			
Com	plain	ts V	Vithdi	raw	n by	y Co	mp	laina	nts	5					
Total Complaints Withdray Complainants	vn by	7	20	]	11	17	,	24		15		6			
					(	Com	pai	rative	D	ata					
Total Final Agency			Previ	ous	Fis	cal Y	Yea	r Dat	ta		2016				
Actions Finding Discrimination	20	011	20	12	20	)13	2	014	2	2015		31			
		0.	#	%	#	%	#	%	#	%	#	%			
	#	%	#	/0	177	70	#	/0	l ''	/ 0	"	, 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	1	00	0	0
Findings of Discrimination						C	com <sub>]</sub>	par	ativ	e I	Dat	ta		
Rendered by Basis			Pr	evio	us ]	Fisc	cal Y	Yea	r D	ata			2016	Γhru12-
Note: Complaints can be	2	2011		201	2	20	013	2	2014	1	20	)15		31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	9/0	<b>6</b> #	4	%	#	%	#	9/	ó	#	%	#	%
<b>Total Number Findings</b>	0		3	3		0		4			7		0	
Race	0	0		1 3	33	0	0	3	7:	5	0	0	0	0
Color	0	0	2	2 6	67	0	0	1	2:	5	0	0	0	0
Religion	0	0	(	)	0	0	0	0	C	)	0	0	0	0
Reprisal	0	0	3	3 1	00	0	0	2	50	0	0	0	0	0
Sex	0	0		1 3	33	0	0	2	50	0	0	0	0	0
PDA	0	0	(	)	0	0	0	0	C	)	0	0	0	0
National Origin	0	0	(	)	0	0	0	1	2:	5	0	0	0	0
Equal Pay Act	0	0	(	)	0	0	0	0	C	)	0	0	0	0
Age	0	0	]	1 3	33	0	0	2	50	0	0	0	0	0
Disability	0	0	(	)	0	0	0	0	C	)	0	0	0	0
Genetics	0	0	(	)	0	0	0	0	C	)	0	0	0	0
Non-EEO	0	0	(	)	0	0	0	1	2:	5	0	0	0	0
Findings After Hearing	0		3	3		0		0			0		0	
Race	0	0	1	1 3	33	0	0	0	C	)	0	0	0	0
Color	0	0		2 6	67	0	0	0	C	)	0	0	0	0
Religion	0	0	(	)	0	0	0	0	C	)	0	0	0	0
Reprisal	0	0	13	3 1	00	0	0	0		)	0	0	0	0

	#	%	#				201 #			%	#	%
Findings of Discrimination Rendered by Issue	20	P 11		ious 012	Fisc 201				a 20	15		Γhru12 31
								tive		ta		
Non-EEO	0	0	0	0	0	0	1	25	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
Age	0	0	0	0	0	0	2	50	0	0	0	0
Equal Pay Act	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
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	2	50	0	0	0	0
Reprisal	0	0	0	0	0	0	2	50	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	1	25	0	0	0	0
Race	0	0	0	0	0	0	3	75	0	0	0	0
indings Without Hearing	0		0		0		4		0		0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics Non-EEO	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	1	33	0	0	0	0	0	0	0	0
Equal Pay Act	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
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	1	33	0	0	0	0	0	0	0	0

Total Number Findings	0		3		0		4		7		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	33	0	0	0	0	1	14	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	1	33	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	1	33	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	1	33	0	0	3	75	5	71	0	0
Sexual	0	0	0	0	0	0	0	0	1	14	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	14	0	0
Reassignment	-	ı		1		ı		ı				ı
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	25	1	14	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	14	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Retirement Sex-Stereotyping Telework	0 0 0	0	0	0	0	0	0	0	0	0	0	^
			0	<u> </u>			-		0	U	U	0
Talayyark	0			0	0	0	0	0	0	0	0	0
Telework	1	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	3	43	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	14	0	0
Training	0	0	1	33	0	0	0	0	1	14	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
Findings After Hearing	0		3		0		0		6		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	33	0	0	0	0	1	17	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	1	33	0	0	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
Perf. Eval./ Appraisal	0	0	1	33	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	1	33	0	0	0	0	5	83	0	0
Sexual	0	0	0	0	0	0	0	0	1	17	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				1		1		I			I	ı
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	17	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	17	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	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	3	50	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	1	33	0	0	0	0	0	0	0	0
Other - User Define	1		1	1	1	1	1	1	1		1	1
Workforce	0	0	0	0	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	1	1	1			1	1					1

							I						82
Number complaints pending	3						<u>                                     </u>						
Total Complainants			330		2	77	19	8	232		252	3	346
Total complaints from previous Fiscal Years	us		330		2	83	20	2	233	3	265	3	375
<b>,</b>			201	1	20	12	20	13	201	4	2015		31
Pending Complaints Filed Previous Fiscal Years by St		s	P	re	vio	ous	Fisc	al Y	<b>Year</b>	Da	ta	2016	Γhru12-
<b>.</b>							C	om	para	tiv	e Data	l	
User Defined - Other 4	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 2	0	0	0	(	0	0	0	0	0	0	0	0	0
Workforce transformation	0	0	0	(	0	0	0	0	0	0	0	0	0
Other - User Define													
Training	0	0	0	(	0	0	0	0	0	1	100	0	0
Time and Attendance	0	0	0	(	0	0	0	0	0	1	100	0	0
Terms/Conditions of Employment	0	0	0	(	0	0	0	2	50	0	0	0	0
Termination	0	0	0	(	0	0	0	1	25	0	0	0	0
Telework	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
Retirement	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
Reinstatement	0	0	0	(	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	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
Denied	0	0	0	'	0	$\mid 0 \mid$	0	0	0	0	0	0	0

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
			Com	parativ	ve Data	1
Complaint Investigations	Pro	evious 1				2016Thru12-
Complaint Investigations	Pro 2011	evious 1				