

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

## ICE (and below)

For 2nd Quarter 2016 for period ending March 31, 2016

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2016Thru03-31 |
|  | 2011                      | 2012 | 2013 | 2014 | 2015 |               |
| Number of Complaints Filed   | 204                       | 154  | 153  | 185  | 178  | 102           |
| Number of Complainants   | 204                       | 152  | 153  | 182  | 173  | 99            |
| Repeat Filers  | 0                         | 3    | 0    | 2    | 4    | 2             |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2016Thru03-31 |
|  | 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   | 36            |
| Color  | 34                        | 14   | 17   | 23   | 17   | 10            |
| Religion   | 10                        | 8    | 8    | 10   | 10   | 4             |
| Reprisal   | 117                       | 72   | 67   | 90   | 88   | 58            |
| Sex  | 80                        | 52   | 62   | 91   | 61   | 44            |
| PDA  | 0                         | 0    | 1    | 4    | 7    | 1             |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin  | 44                               | 47          | 33          | 36          | 36          | 23                   |
| Equal Pay Act  | 1                                | 0           | 0           | 5           | 2           | 0                    |
| Age  | 79                               | 54          | 66          | 79          | 60          | 40                   |
| Disability   | 45                               | 28          | 25          | 37          | 33          | 20                   |
| Genetics   | 0                                | 1           | 1           | 1           | 0           | 0                    |
| Non-EEO  | 16                               | 9           | 10          | 13          | 8           | 7                    |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2016Thru03-31</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2011</b>                      | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> |                      |
| Appointment/Hire   | 1                                | 7           | 10          | 4           | 6           | 4                    |
| Assignment of Duties   | 10                               | 14          | 18          | 33          | 29          | 18                   |
| Awards   | 11                               | 2           | 3           | 1           | 3           | 4                    |
| Conversion to Full Time/Perm Status  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                      |
| Demotion   | 0                                | 1           | 0           | 0           | 0           | 0                    |
| Reprimand  | 22                               | 3           | 4           | 4           | 4           | 2                    |
| Suspension   | 5                                | 6           | 6           | 4           | 3           | 5                    |
| Removal  | 2                                | 4           | 2           | 3           | 0           | 0                    |
| Other  | 0                                | 0           | 0           | 0           | 0           | 8                    |
| Duty Hours   | 5                                | 1           | 1           | 1           | 2           | 3                    |
| Perf. Eval./ Appraisal   | 26                               | 12          | 12          | 19          | 21          | 10                   |
| Examination/Test   | 1                                | 0           | 1           | 2           | 2           | 0                    |
| <b>Harassment</b>  |                                  |             |             |             |             |                      |
| Non-Sexual   | 94                               | 60          | 52          | 97          | 81          | 35                   |

|                                     |                                  |             |             |             |             |                      |
|-------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Sexual                              | 11                               | 4           | 6           | 6           | 5           | 4                    |
| Medical Examination                 | 3                                | 1           | 1           | 0           | 1           | 0                    |
| Pay including overtime              | 17                               | 3           | 3           | 9           | 19          | 5                    |
| Promotion/Non-Selection             | 50                               | 44          | 72          | 31          | 45          | 44                   |
| <b>Reassignment</b>                 |                                  |             |             |             |             |                      |
| Denied                              | 12                               | 9           | 5           | 9           | 3           | 2                    |
| Directed                            | 34                               | 7           | 6           | 18          | 1           | 7                    |
| Reasonable Accommodation Disability | 2                                | 2           | 2           | 4           | 10          | 5                    |
| Reinstatement                       | 0                                | 1           | 1           | 0           | 0           | 0                    |
| Religious Accommodation             | 0                                | 0           | 0           | 0           | 0           | 1                    |
| Retirement                          | 1                                | 0           | 0           | 0           | 3           | 2                    |
| Sex-Stereotyping                    | 0                                | 0           | 0           | 0           | 0           | 1                    |
| Telework                            | 0                                | 0           | 0           | 0           | 0           | 3                    |
| Termination                         | 17                               | 6           | 5           | 10          | 8           | 3                    |
| Terms/Conditions of Employment      | 91                               | 26          | 6           | 18          | 14          | 14                   |
| Time and Attendance                 | 5                                | 7           | 11          | 9           | 14          | 13                   |
| Training                            | 7                                | 7           | 10          | 4           | 11          | 6                    |
| <b>Other</b>                        |                                  |             |             |             |             |                      |
| 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                    |
| <b>Processing Time</b>              | <b>Comparative Data</b>          |             |             |             |             |                      |
|                                     | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2016Thru03-31</b> |
|                                     | <b>2011</b>                      | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> |                      |

|  |  |                                  |             |             |             |             |          |          |          |          |                      |          |          |
|--|--|----------------------------------|-------------|-------------|-------------|-------------|----------|----------|----------|----------|----------------------|----------|----------|
| Complaints pending during fiscal year                                |  |                                  |             |             |             |             |          |          |          |          |                      |          |          |
| Average number of days in investigation                              |  | 0                                | 0           | 0           | 0           | 0           | 0        | 0        | 0        | 0        | 302.19               |          |          |
| Average number of days in final action                               |  | 0                                | 0           | 0           | 0           | 0           | 0        | 0        | 0        | 0        | 172.12               |          |          |
| 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      |          |          |          |          | 305.67               |          |          |
| Average number of days in final action                               |  | 0                                | 26.34       | 54.91       | 37.96       | 69.09       |          |          |          |          | 111.50               |          |          |
| 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      |          |          |          |          | 300.07               |          |          |
| Average number of days in final action                               |  | 423.24                           | 321.52      | 217.77      | 173.80      | 216.49      |          |          |          |          | 228.33               |          |          |
| <b>Complaints Dismissed by Agency</b>                                |  | <b>Comparative Data</b>          |             |             |             |             |          |          |          |          |                      |          |          |
|  |  | <b>Previous Fiscal Year Data</b> |             |             |             |             |          |          |          |          | <b>2016Thru03-31</b> |          |          |
|  |  | <b>2011</b>                      | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> |          |          |          |          |                      |          |          |
| Total Complaints Dismissed by Agency                                 |  | 25                               | 9           | 5           | 5           | 8           |          |          |          |          | 5                    |          |          |
| Average days pending prior to dismissal                              |  | 165                              | 343         | 323         | 790         | 275         |          |          |          |          | 753                  |          |          |
| <b>Complaints Withdrawn by Complainants</b>                          |  |                                  |             |             |             |             |          |          |          |          |                      |          |          |
| Total Complaints Withdrawn by Complainants                           |  | 20                               | 11          | 17          | 24          | 15          |          |          |          |          | 9                    |          |          |
| <b>Total Final Agency Actions Finding Discrimination</b>             |  | <b>Comparative Data</b>          |             |             |             |             |          |          |          |          |                      |          |          |
|  |  | <b>Previous Fiscal Year Data</b> |             |             |             |             |          |          |          |          | <b>2016Thru03-31</b> |          |          |
|  |  | <b>2011</b>                      | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> |          |          |          |          |                      |          |          |
|  |  | <b>#</b>                         | <b>%</b>    | <b>#</b>    | <b>%</b>    | <b>#</b>    | <b>%</b> | <b>#</b> | <b>%</b> | <b>#</b> | <b>%</b>             | <b>#</b> | <b>%</b> |
| Total Number Findings  |  | 0                                |             | 3           |             | 0           |          | 0        |          | 6        |                      | 1        |          |













|                                     |   |   |   |   |   |   |   |    |   |     |   |   |
|-------------------------------------|---|---|---|---|---|---|---|----|---|-----|---|---|
| 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 |
|                                     |   |   |   |   |   |   |   |    |   |     |   |   |
| <b>Findings Without Hearing</b>     | 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 |
| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b> | <b>Comparative Data</b>          |             |             |             |             |                      |   |    |   |     |   |   |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2016Thru03-31</b> |   |    |   |     |   |   |
|  | <b>2011</b>                      | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> |                      |   |    |   |     |   |   |
| Total complaints from previous Fiscal Years                        | 330                              | 283         | 202         | 233         | 265         | 354                  |   |    |   |     |   |   |
| Total Complainants   | 330                              | 277         | 198         | 232         | 252         | 328                  |   |    |   |     |   |   |
| <b>Number complaints pending</b>                                   |                                  |             |             |             |             |                      |   |    |   |     |   |   |
| Investigation  | 22                               | 50          | 50          | 27          | 7           | 27                   |   |    |   |     |   |   |

|   |                                  |             |             |             |             |                      |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| ROI issued, pending Complainant's action                            | 0                                | 0           | 9           | 1           | 1           | 12                   |
| Hearing   | 90                               | 71          | 116         | 166         | 201         | 0                    |
| Final Agency Action   | 16                               | 20          | 25          | 30          | 44          | 45                   |
| Appeal with EEOC Office of Federal Operations                       | 26                               | 44          | 71          | 93          | 49          | 57                   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |                      |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2016Thru03-31</b> |
|   | <b>2011</b>                      | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> |                      |
| Pending Complaints Where Investigations Exceed Required Time Frames | 59                               | 106         | 95          | 55          | 35          | 21                   |