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

## ICE (and below)

					Com	ipa	rative	Data	
<b>Complaint Activity</b>		Previo	ous I	Fisc	al Y	ear	. Data		2016Thru06-30
	201	.1 20	12	20	13	20	14 2	015	20101111100-30
Number of Complaints Filed	204	4 15	54	15	3	18	35 1	78	145
Number of Complainants	204	4 15	52	15	3	18	32 1	73	139
Repeat Filers	0	3	3	0	)	2	2	4	4
					Co	omj	parati	ve Da	ıta
Complaints by Basis		Pr	evio	us l	ata				
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal tota complaints filed.		2011	20	12	201	13	2014	201	2016Thru06- 5 30
Race		85	6	0	57	7	70	70	56
Color		34	1	4	17	7	23	17	20
Religion		10	8	3	8		10	10	8
Reprisal		117	7	2	67	7	90	88	85
Sex		80	5	2	62	2	91	61	60
PDA		0	(	)	1		4	7	2

## For 3rd Quarter 2016 for period ending June 30, 2016

National Origin	44	47	33	36	36	36
Equal Pay Act	1	0	0	5	2	0
Age	79	54	66	79	60	60
Disability	45	28	25	37	33	23
Genetics	0	1	1	1	0	0
Non-EEO	16	9	10	13	8	10

			Com	parativ	ve Data	l
Complaints by Issue	Pr	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	2016Thru06- 30
Appointment/Hire	1	7	10	4	6	6
Assignment of Duties	10	14	18	33	29	26
Awards	11	2	3	1	3	4
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	4
Suspension	5	6	6	4	3	7
Removal	2	4	2	3	0	0
Other	0	0	0	0	0	11
Duty Hours	5	1	1	1	2	3
Perf. Eval./ Appraisal	26	12	12	19	21	14
Examination/Test	1	0	1	2	2	0
Harassment		-	-	-	-	-
Non-Sexual	94	60	52	97	81	54

Sexual		11	4	6	6	5	6
Medical Examination		3	1	1	0	1	0
Pay including overtime		17	3	3	9	19	7
Promotion/Non-Selection		50	44	72	31	45	63
Reassignment							
Denied		12	9	5	9	3	4
Directed		34	7	6	18	1	7
Reasonable Accommodation Disability	on	2	2	2	4	10	6
Reinstatement		0	1	1	0	0	0
Religious Accommodation		0	0	0	0	0	2
Retirement		1	0	0	0	3	3
Sex-Stereotyping		0	0	0	0	0	1
Telework		0	0	0	0	0	4
Termination		17	6	5	10	8	4
Terms/Conditions of Empl	oyment	91	26	6	18	14	14
Time and Attendance		5	7	11	9	14	16
Training		7	7	10	4	11	10
Other		-	·	·			·
Workforce transforma	tion	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	
Processing Time	I	Previou	s Fisca	l Year	Data		2016Thru06-
	2011	2012	201	3 20	014	2015	30

Complaints pending during	fisca	al ye	ear									
Average number of days in investigation	0		0		0			0		0	29	93.02
Average number of days in final action	0		0		0			0		0	15	58.76
Complaint pending during f	fiscal	l yea	ar whe	re h	neari	ng w	as	reque	stee	d	-	
Average number of days in investigation	216.	93	315.5	59	413	.20	45	5.30	30	)8.50	29	97.89
Average number of days in final action	0		26.3	4	54.	91	3'	7.96	6	9.09	11	1.31
Complaint pending during f	fiscal	l yea	ar whe	re h	neari	ng w	as	not re	equested			
Average number of days in investigation	217.	21	287.8	39	408	.43	436.71		28	87.87	29	90.19
Average number of days in final action	423.	24	321.5	52	217	.77	17	3.80	216.49		212.28	
				<b>Comparative Data</b>								
Complaints Dismissed Agency	by	Ī	Pr	evi	ous l	Fisca	al Y	lear I	Dat	a	2016Thru06	
		Ì	2011	20	)12	201	3	2014	2	2015		30
Total Complaints Dismissed Agency	d by		25		9	5	5			8		9
Average days pending prior dismissal	to		165	3	43	32	.3 790		,	275	483	
Comj	plain	ts V	Vithd	raw	'n by	v Co	mp	laina	nts			
Total Complaints Withdraw	n by	7	20	1			7 24		15		13	
Complainants												
					(	Com	pai	rative	Da	nta		
Complainants Total Final Agency			Previ	ous			-			nta	2016	Гhru06-
Complainants	20	011	Previ		s Fis		r Yea		a	nta 015		Гhru06- 30
Complainants Total Final Agency Actions Finding	20 #	011	20		s Fis	cal Y	r Yea	ar Dat 014	a			

Without Hearing	0	0	0		0	0	0	0	0	0	0	2	67
With Hearing	0	0	3	1	00	0	0 0	0	0	6	100	1	33
Findings of Discrimination						С	omp	ara	tive	Da	ta		
<b>Rendered by Basis</b>			Pı	rev	ious	Fisc	cal Y	ear	Dat	a		2016	Thru06-
Note: Complaints can be		201	1	2	012	20	013	20	)14	20	015		30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	9	6	#	%	#	%	#	%	#	%	#	%
Total Number Findings	C			3		0		4		7		2	
Race	C	(	)	1	33	0	0	3	75	0	0	0	0
Color	C	(	)	2	67	0	0	1	25	0	0	0	0
Religion	C	(	)	0	0	0	0	0	0	0	0	0	0
Reprisal	C	(	)	3	100	0	0	2	50	0	0	1	50
Sex	C	(	)	1	33	0	0	2	50	0	0	2	100
PDA	C	(	)	0	0	0	0	0	0	0	0	0	0
National Origin	C	(	)	0	0	0	0	1	25	0	0	0	0
Equal Pay Act	C	(	)	0	0	0	0	0	0	0	0	0	0
Age	C	(	)	1	33	0	0	2	50	0	0	0	0
Disability	C	(	)	0	0	0	0	0	0	0	0	0	0
Genetics	C	(	)	0	0	0	0	0	0	0	0	0	0
Non-EEO	C	(	)	0	0	0	0	1	25	0	0	1	50
Findings After Hearing	C			3		0		0		0		1	
Race	C	(	)	1	33	0	0	0	0	0	0	0	0
Color	C	(	)	2	67	0	0	0	0	0	0	0	0
Religion	C	(	)	0	0	0	0	0	0	0	0	0	0
Reprisal	C	(	)	3	100	0	0	0	0	0	0	1	100

Sex	0	0	1	33	0	0	0	0	0	0	1	100
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	1	33	0	0	0	0	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	0	0	0	0	1	100
	İ											
Findings Without Hearing	0		0		0		4		0		1	
Race	0	0	0	0	0	0	3	75	0	0	0	0
Color	0	0	0	0	0	0	1	25	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	2	50	0	0	0	0
Sex	0	0	0	0	0	0	2	50	0	0	1	100
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	0	0	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
					С	omp	ara	tive	Dat	a		
Findings of Discrimination		P	rev	ious l	Fisc	al Y	ear	Data	a		2016	Thru06-
Rendered by Issue	20	11	20	12	201	3	201	4	201	15		30
	#	%	#	%	#	% i	#	% i	#	%	#	%

Total Number Findings	0		3		0		4		7		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	50
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	1	50
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	1	50
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		1				1		1		1	1	1
Non-Sexual	0	0	1	33	0	0	3	75	5	71	1	50
Sexual	0	0	0	0	0	0	0	0	1	14	1	50
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	1	50
Reassignment		1	1	1		1		1		1	1	1
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

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	3	43	1	50
Time and Attendance	0	0	0	0	0	0	0	0	1	14	1	50
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		1	
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		1		1		1		1	1	1	1	1
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	33	0	0	0	0	0	0	1	100
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	1	100
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	1	100
Sexual	0	0	0	0	0	0	0	0	1	17	1	100
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	1	100
Reassignment												
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	1	100
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	100
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	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		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	100
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

Number complaints pending Investigation	5		22		50	5	_	27		7		7
Total Complainants			330	2	.77	19	8	232	2	252		287
Total complaints from previou Fiscal Years	15		330	0 283		202		233		265		307
			2011	20	012	20	13	201	4	2015		30
Pending Complaints Filed Previous Fiscal Years by Sta		s	Pr	evi	ous	Fisc	al Y	lear	Da	ita	2016	Thru06-
						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	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

ROI issued, pending Complainant's action	0	0	9	1	1	1
Hearing	90	71	116	166	201	0
Final Agency Action	16	20	25	30	44	31
Appeal with EEOC Office of Federal Operations	26	44	71	93	49	66
			Com	parativ	ve Data	
Complaint Investigations	Pro	evious ]		-		2016Thru06-
Complaint Investigations	Pro 2011	evious 1 2012		-		