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

ICE (and below)

				Co	mpa	rative	Data	
Complaint Activity		Previo	ous Fi	scal Y	Yea	r Data		2015Th00 20
	201	0 20	11 2	012	20	13 2	014	2015Thru09-30
Number of Complaints Filed	222	2 20)4	154	1:	53 1	85	178
Number of Complainants	222	2 20)4	152	1:	53 1	82	173
Repeat Filers	0	0)	3		0	2	4
				(Com	parati	ve Da	ta
Complaints by Basis		Pr	eviou	s Fise	cal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal tota complaints filed.		2010	201	1 20)12	2013	2014	2015Thru09- 30
Race		73	85	6	50	57	70	70
Color		30	34	1	4	17	23	17
Religion		9	10		8	8	10	10
Reprisal		95	117	7	2	67	90	88
Sex		63	80	5	52	62	91	61
PDA		0	0		0	1	4	7

For 4th Quarter 2015 for period ending September 30, 2015

National Origin	35	44	47	33	36	36
Equal Pay Act	0	1	0	0	5	2
Age	66	79	54	66	79	60
Disability	39	45	28	25	37	33
Genetics	0	0	1	1	1	0
Non-EEO	9	16	9	10	13	8

			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.	2010	2011	2012	2013	2014	2015Thru09- 30
Appointment/Hire	12	1	7	10	4	6
Assignment of Duties	12	10	14	18	33	29
Awards	5	11	2	3	1	3
Conversion to Full Time/Perm Status	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	3
Removal	2	2	4	2	3	0
Other	0	0	0	0	0	0
Duty Hours	4	5	1	1	1	2
Perf. Eval./ Appraisal	23	26	12	12	19	21
Examination/Test	0	1	0	1	2	2
Harassment		-		-	-	
Non-Sexual	78	94	60	52	97	81

Sexual		3	11	4	6	6	5
Medical Examination		5	3	1	1	0	1
Pay including overtime		1	17	3	3	9	19
Promotion/Non-Selection	1	47	50	44	72	31	45
Reassignment			-	·	-		·
Denied		7	12	9	5	9	3
Directed		7	34	7	6	18	1
Reasonable Accommoda Disability	tion	5	2	2	2	4	10
Reinstatement		0	0	1	1	0	0
Religious Accommodation	on	0	0	0	0	0	0
Retirement		3	1	0	0	0	3
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	0	0	0	0	0
Termination		28	17	6	5	10	8
Terms/Conditions of Em	ployment	52	91	26	6	18	14
Time and Attendance		6	5	7	11	9	14
Training		4	7	7	10	4	11
Other							
Workforce transform	nation	0	0	0	0	0	0
User Defined - Othe	r 2	0	0	0	0	0	0
User Defined - Othe	r 3	0	0	0	0	0	0
User Defined - Othe	r 4	0	0	0	0	0	0
			Со	nparat	ive Da	ta	
Processing Time	Р	revious	Fiscal	Year	Data		2015Thru09-
	2010	2011	201	2 2	013	2014	30

Actions Finding Discrimination	2010				cal Y 012		r Data 2013	a 2014	2015Thru09- 30
Total Final Agency							rative		
Total Complaints Withdr Complainants	awn by	10	2	0	11		17	24	15
Col	mplaints V	Withdr	awı	n by	v Co	mp	olainar	nts	
Average days pending pr dismissal	ior to	635	16	65	343	3	323	790	275
Total Complaints Dismis Agency	sed by	36	2	5	9		5	5	8
rigeney		2010	20	11	201	2	2013	2014	30
Complaints Dismisso Agency	ed by	Pre	evio	ous l	Fisca	ıl Y	lear D	ata	2015Thru09-
					С	om	parati	ive Data	
Average number of days in final action	1,019.14	423.2	4	321	.52	21	7.77	173.80	216.49
Average number of days in investigation	216.59	217.2	1	287	.89	40)8.43	436.71	287.87
Complaint pending durin	g fiscal ye	ar whe	re h	eari	ng w	as	not red	quested	
Average number of days in final action	0	0		26.	34	5	4.91	37.96	69.09
Average number of days in investigation	218.31	216.9	3	315	.59	41	3.20	455.30	308.50
Complaint pending durin	g fiscal ye	ar whe	re h	eari	ng w	as	reques	sted	
Average number of days in final action	0	0		0)		0	0	0
Average number of days in investigation	0	0		0)		0	0	0

	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		3		0		0		6	
Without Hearing	1	100	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	3	100	0	0	0	0	6	100
Findings of Discrimination Rendered						Comp				a		
by Basis		Р	rev	ious	Fis	cal Y	ear	Data	a			Fhru09-
Note: Complaints can be filed alleging multiple	2	010	2	011	2	012	2	013	20	014		30
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		3		0		4		7	
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	0	0
Sex	1	100	0	0	1	33	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	1	33	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
										-		•
Findings After Hearing	0		0		3		0		0		0	
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

Rendered by Issue		Р	revi	ious	Fis	cal Ye	ear	Data	ł		20157	hru09
Findings of Discrimination					(Comp	ara	tive	Dat	ta		
Non-EEO	0	0	0	0	0	0	0	0	1	25	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	0	0	2	50	0	0
Equal Pay Act	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
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	1	100	0	0	0	0	0	0	2	50	0	0
Reprisal	1	100	0	0	0	0	0	0	2	50	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	1	25	0	0
Race	0	0	0	0	0	0	0	0	3	75	0	0
Findings Without Hearing	1		0		0		0		4		0	
				U		U		U				V
Non-EEO	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
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	33	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	0	0	1	33	0	0	0	0	0	0
Religion	0	0	0	0	3	0 100	0	0	0	0	0	0

	2	010	20)11	20)12	20)13	20)14		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0	1	3	1	0	1	4		7	1
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	1	14
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											<u> </u>	
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
Perf. Eval./ 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	1	100	0	0	1	33	0	0	3	75	5	71
Sexual	0	0	0	0	0	0	0	0	0	0	1	14
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	1	14
Reassignment												
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	14
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	14

Disability												
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	1	25	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	2	50	3	43
Time and Attendance	1	100	0	0	0	0	0	0	0	0	1	14
Training	0	0	0	0	1	33	0	0	0	0	1	14
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		0		3		0		0		6	
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	1	17
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	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
Perf. Eval./ 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	5	83
Sexual	0	0	0	0	0	0	0	0	0	0	1	17
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	17
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	17
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	0	0	3	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 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 Without Hearing	1		0		0		0		4		1	
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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action				<u>.</u>		<u>.</u>		<u>.</u>				
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
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	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	100	0	0	0	0	0	0	0	0	0	0

Promotion/Non-Selection	1	100	0	0	0	0	0	0	2	50	1	100
Reassignment												
Denied	1	100	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	25	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	0	0	1	25	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	2	50	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	1	100
Training	0	0	0	0	0	0	0	0	0	0	1	100
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
						Co	mp	arat	ive	Data		
Pending Complaints Filed Previous Fiscal Years by St		s	Pr	evio	us I	Fisca	l Ye	ear I)ata	ı	2015	Thru09
viii 10000 10000 vy 80)10	201	1	2012	2	2013	2	014		30
Total complaints from previou Fiscal Years	us	3	17	33	0	283		202	2	233		265
Total Complainants		3	17	33	0	277	,	198	2	232	1	252

Number complaints pending						
Investigation	17	22	50	50	27	7
ROI issued, pending Complainant's action	0	0	0	9	1	1
Hearing	75	90	71	116	166	201
Final Agency Action	28	16	20	25	30	44
Appeal with EEOC Office of Federal Operations	4	26	44	71	93	49
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-
	2010	2011	2012	2013	2014	30
Pending Complaints Where Investigations Exceed Required Time Frames	30	59	106	95	55	35