

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

ICE (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	222	204	154	153	185	178
Number of Complainants	222	204	152	153	182	173
Repeat Filers	0	0	3	0	2	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	73	85	60	57	70	70
Color	30	34	14	17	23	17
Religion	9	10	8	8	10	10
Reprisal	95	117	72	67	90	88
Sex	63	80	52	62	91	61
PDA	0	0	0	1	4	7

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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
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	47	50	44	72	31	45
Reassignment						
Denied	7	12	9	5	9	3
Directed	7	34	7	6	18	1
Reasonable Accommodation Disability	5	2	2	2	4	10
Reinstatement	0	0	1	1	0	0
Religious Accommodation	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 Employment	52	91	26	6	18	14
Time and Attendance	6	5	7	11	9	14
Training	4	7	7	10	4	11
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					2015Thru09-30
	2010	2011	2012	2013	2014	

Complaints pending during fiscal year						
Average number of days in investigation	0	0	0	0	0	0
Average number of days in final action	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	218.31	216.93	315.59	413.20	455.30	308.50
Average number of days in final action	0	0	26.34	54.91	37.96	69.09
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	216.59	217.21	287.89	408.43	436.71	287.87
Average number of days in final action	1,019.14	423.24	321.52	217.77	173.80	216.49
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	36	25	9	5	5	8
Average days pending prior to dismissal	635	165	343	323	790	275
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	10	20	11	17	24	15
Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	

	#	%	#	%	#	%	#	%	#	%	#	%
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 by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
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

Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	3	100	0	0	0	0	0	0
Sex	0	0	0	0	1	33	0	0	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	0	0	0	0	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	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	0	0
Findings Without Hearing	1		0		0		0		4		0	
Race	0	0	0	0	0	0	0	0	3	75	0	0
Color	0	0	0	0	0	0	0	0	1	25	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	2	50	0	0
Sex	1	100	0	0	0	0	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	0	0	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data									2015Thru09-		

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

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					2015Thru09-30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	30	59	106	95	55	35