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

ICE (and below)

For 4th Quarter 2016 for period ending September 30, 2016

		Comparative Data											
Complaint Activity	Pr	evious	Fiscal	Year l	Data	20	2016Thru09-30						
	2011	2012	2013	2014	1 201	.5)101 Nru09-30						
Number of Complaints Filed	204	154	153	185	178	8	213						
Number of Complainants	204 152 153 182 173 19												
Repeat Filers	0	3		10									
Commissints by Dosis				ve Da	ta								
Complaints by Basis		Pre	vious I	iscal '	Year I)ata							
Note: Complaints can be filed all multiple bases. The sum of the bamay not equal total complaints for	ises	2011	2012	2013	2014	2015	2016Thru09- 30						
Race		85	60	57	70	70	84						
Color		34	14	17	23	17	29						
Religion		10	8	8	10	10	12						
Reprisal		117	72	67	90	88	128						
Sex			80	52	62	91	61	90					
PDA	0 0 1 4 7						3						
National Origin		44	47	33	36	36	54						

79

54

66

60

98

Age

Disability	45	28	25	37	33	43
Genetics	0	1	1	1	0	0
Non-EEO	16	9	10	13	8	19
Commissints by Issue			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal `	Year I	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	2016Thru09- 30
Appointment/Hire	1	7	10	4	6	8
Assignment of Duties	10	14	18	33	29	38
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	6
Suspension	5	6	6	4	3	10
Removal	2	4	2	3	0	0
Other	0	0	0	0	0	0
Duty Hours	5	1	1	1	2	4
Perf. Eval./ Appraisal	26	12	12	19	21	22
Examination/Test	1	0	1	2	2	2
Harassment						
Non-Sexual	94	60	52	97	81	87
Sexual	11	4	6	6	5	10
Medical Examination	3	1	1	0	1	1
Pay including overtime	17	3	3	9	19	11
Promotion/Non-Selection	50	44	72	31	45	94
Reassignment						
Denied	12	9	5	9	3	8
Directed	34	7	6	18	1	15

							1			
Reasonable Accommodation D	isability	2	2	2	4	10	12			
Reinstatement		0	1	1	0	0	0			
Religious Accommodation		0	0	0	0	0	1			
Retirement		1	0	0	0	3	3			
Sex-Stereotyping		0	0	0	0	0	1			
Telework		0	0	0	0	0	5			
Termination		17	6	5	10	8	6			
Terms/Conditions of Employm	ient	91	26	6	18	14	36			
Time and Attendance		5	7	11	9	14	20			
Training		7	7	10	4	11	15			
Other										
Workforce transformation	l	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			
			Com	para	tive	Data				
Processing Time	P	revious	Fiscal '	Year	Dat	a	2016Thru09-			
	2011	2012	2013	20	14	2015	30			
Complaints pending during fisc	2011 2012 2013 2014 2013									
t.	- WI) - WI									
Average number of days in investigation	217.10	301.25	411.12	448	3.95	301.06	285.73			
, ,		301.25	411.12			301.06	285.73 147.72			
in investigation Average number of days	217.10	131.41	143.12	117	7.20	150.06				
in investigation Average number of days in final action	217.10	131.41	143.12	117	'.20 ueste	150.06				
in investigation Average number of days in final action Complaint pending during fiscation Average number of days	217.10 423.24 al year w	131.41 here hea	143.12	117	7.20 ueste	150.06 ed	147.72			
in investigation Average number of days in final action Complaint pending during fiscal Average number of days in investigation Average number of days	217.10 423.24 al year w 216.93	131.41 here hea 315.59 26.34	143.12 uring wa 413.20 54.91	1177 s req. 455	7.20 ueste 5.30	150.06 ed 308.50 69.09	293.17			
in investigation Average number of days in final action Complaint pending during fiscal Average number of days in investigation Average number of days in final action	217.10 423.24 al year w 216.93	131.41 here hea 315.59 26.34	143.12 uring wa 413.20 54.91	117 s required 455 37.	7.20 ueste 5.30 96	150.06 ed 308.50 69.09	293.17			

in final action														
							(Con	ıpa	rati	ve	Dat	a	
Complaints Dismissed by Agency	y		Pr	ev	ious	F	isc	al `	Yea	r D	ata	ı	2016	Thru09-
		2	201	1	2012	2	20	13	20	14	201	15		30
Total Complaints Dismissed by Agency		25			9		5	5	5	5	8			12
Average days pending prior to dismissal			165 343 323 790 27								27	5	,	403
Complaints V	Wi	the	dra	wn	by	C	on	ıpla	ina	ants	}			
Total Complaints Withdrawn by Complainants			20 11		1	7	2	4	1:	5		16		
						(Co	mp	ara	tiv	e D	ata		
Total Final Agency Actions]	Pre	vio	ous l	Fis	sca	l Y	ear	Da	ta		2016	Thru09-
Finding Discrimination	2	2011		20	12	2	01	3	201	4	20 1	15		30
	#	9	⁄o #	#	%	#	9	⁄o #	4 9	⁄o #	# •	%	#	%
Total Number Findings	0		3	3		0		()	(5		3	
Without Hearing	0	() ()	0	0	() () (0)	0	2	67
With Hearing	0	() 3	3 1	100	0) () (0 6	5 1	00	1	33
Findings of Discrimination							C	om	par	ativ	ve I)ata	1	
Rendered by Basis			Pr	ev	ious	F	isc	al `	Yea	r D	ata	l	2016	Thru09-
Note: Complaints can be filed		20)11	2	2012		2013		13 2014		4 2015			30
alleging multiple bases. The sum of the bases may not equal total complaints and findings.		#	%	#	%)	#	%	#	%	#	%	#	%
Total Number Findings		0		3			0		4		7		2	
Race	Ì	0	0	1	33	3	0	0	3	75	0	0	0	0
Color		0	0	2	67	7	0	0	1	25	0	0	0	0
Religion		0	0	0	0		0	0	0	0	0	0	0	0
Reprisal		0	0	3	10	0	0	0	2	50	0	0	1	50
Sex		0	0	1	33	3	0	0	2	50	0	0	2	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	1	33	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	1	50
indings After Hearing	0		3		0		0		0		1	
Race	0	0	1	33	0	0	0	0	0	0	0	0
Color	0	0	2	67	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	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
indings 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	C	0 0)	0	0	0	0	$0 \mid 0$	0	0	
Genetics	0	0	C	0)	0	0	0	0	0 0	0	0	
Non-EEO	0	0	C	0)	0	0	1 2	25	0 0	0	0	
						Cor	npa	arat	ive	Data	ì		
Findings of Discrimination		Pr	evi	ous	Fis	scal	Ye	ar I	Dat	a	2016Thru09-		
Rendered by Issue	20	11	20	012	20	013	20)14	2	015		30	
	#	%	#	%	#	%	#	%	#	%	#	%	
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													
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			-		-								
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
	1										I	
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												
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												'
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	0		0		0		4		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	100
	0	<u> </u>			<u> </u>	<u> </u>	<u> </u>	<u> </u>			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
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
						C	om	para	ativ	ve Da	ta	
Pending Complaints Filed in Previous Fiscal Years by Status		P	re	viou	ıs I	Fisc	al '	Year	· D	ata	201	6Thru09-
Trevious riseur rears by Status		20	11	201	12	201	13	201	4	2015		30
Total complaints from previous Fisca Years	ıl	33	0	28	3	20	2	233	3	265		277
Total Complainants		33	0	27	7	19	8	232	2	252		259
Number complaints pending												
Investigation		22	2	50)	50)	27		7		2
ROI issued, pending Complainant's action		0		0		9		1		1		0
Hearing		90	0	71	1	11	16 166		66 201		218	
Final Agency Action		10	6	20)	25	5	30		44		35
Appeal with EEOC Office of Federal Operations		20	6	44	1	71		93		49		91
						C	om	para	ativ	ve Da	ta	
Complaint Investigations		P	re	viou	ıs l	Fisc	al `	Year	· D	ata	201	6Thru09-
		20	11	201	12	201	13	201	4	2015		30
Pending Complaints Where Investigations Exceed Required Time Frames)	5!	9	10	6	95	5	55		35		20