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

## U.S. Customs and Border Protection 1st Quarter 2015 for period ending December 31, 2014

			Co	mpara	tive Da	ta	
<b>Complaint Activity</b>	Pre	evious ]	Fiscal '	Year D	ata	2015 Thun 12 21	
	2010 2011 2012 2013 2014 2015 Thru						
Number of Complaints Filed	318	328	260	245	220	67	
Number of Complainants	299	294	245	229	207	66	
Repeat Filers	19	28	13	16	10	1	

Completed by Dort		(	Compa	rative	Data	
Complaints by Basis	Pre	vious ]	Fiscal `	Year D	)ata	2015
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	Thru 12-31
Race	88	82	59	71	62	11
Color	26	16	18	13	15	2
Religion	16	19	13	10	11	1
Reprisal	139	146	118	112	110	32
Sex	98	88	87	79	64	20
PDA	0	2	4	2	2	3
National Origin	79	78	57	44	50	15
Equal Pay Act	0	0	0	1	0	0
Age	97	81	88	74	46	25
Disability	85	78	52	41	46	12
Genetics	0	1	0	2	1	0
Non-EEO	8	17	14	8	7	3

Commission to have I come		(	Compa	rative	Data	
Complaints by Issue	Pre	vious ]	Fiscal `	Year D	ata	2015
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015 Thru 12-31
Appointment/Hire	10	21	9	8	9	3
Assignment of Duties	40	39	45	26	31	4
Awards	6	5[	5	2	4	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	2	3	0	1	0
Reprimand	21	22	9	19	14	2

Suspension			12	23	3	15	14	14	1
Removal			4	5		3	1	1	0
Other			0	0		1	0	0	0
Duty Hours			7	8		6	4	2	1
Evaluation Appraisal			9	1	1	4	5	2	0
Examination/Test			2	2	,	1	4	2	0
Harassment									
Non-Sexual			84	11	3	88	90	101	25
Sexual			10	8	;	7	10	10	4
Medical Examination			2	4		7	3	6	1
Pay (Including Overtime)			6	8		11	10	15	3
Promotion/Non-Selection			56	5:	5	56	48	41	18
Reassignment									
Denied			9	12	2	9	13	8	5
Directed			14	8		7	4	6	1
Reasonable Accommodation			10	14	4	11	10	12	1
Reinstatement			1	3		1	0	2	0
Retirement			4	3		2	3	3	0
Termination			64	50	5	16	8	9	3
Terms/Conditions of Employr	nent		33	50	5	26	15	12	2
Time and Attendance			21	20	O	21	8	8	3
Training			10	14	4	6	8	5	1
Other			0	0	)	0	2	1	1
				Con	ıpar	ativ	e Data		
<b>Processing Time</b>	F	Previo	us Fis	cal	Year	r Da	ta	2015	Thru12-
	2010	2011	201	2	201	13	2014		31
Complaints pending during fis	scal yea	ar		- '					
Average number of days in investigation	161	149	178.	42	161.	40	189.43	1	74.87

Average number of days in final action	356	167		115.36	5   1	101.7	73	51.	45		47	.89	
Complaint pending during fisc	cal yea	ar whe	re l	nearin	g v	vas r	equ	ieste	d				
Average number of days in investigation	157	149		183.77	7   1	159.1	17	191	.84		174	1.59	
Average number of days in final action	15	19		21.87		25.0	0	36.	55		38	.70	
Complaint pending during fisc	al yea	ar whe	re l	nearin	g v	vas n	ot 1	requ	este	ed			
Average number of days in investigation	172	149		168.56	5 1	168.1	19	184	184.18		175	5.09	
Average number of days in final action	665	245	4	210.22		167.6	57	103.6			72.70		
					C	omp	ara	itive	Da	ata			
Complaints Dismissed by Ag	gency	Pı	ev	ious I	isc	al Y	ea	r <b>D</b> a	ta		2015	5 Thru	
		2010	) 2	2011	20	12	201	13 2	201	4	12	2-31	
Total Complaints Dismissed b Agency	у	46		48	3	2	32	2	38			7	
Average days pending prior to dismissal	)	159		73	10	)9	14	0	103	3	59		
Complain	nts W	ithdra	ıwı	n by (	Con	npla	ina	nts					
Total Complaints Withdrawn Complainants	by	37		30		45 13		3	27			3	
					Cor	npa	rat	ive I	Dat	a			
Total Final Agency Actions	s	Pr	evi	ous F	isc	al Y	ear	Dat	ta		201	5 Thru	
Finding Discrimination		2010	2	2011	20	012	20	)13	20	)14	1	2-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		4		5		2		5		1		
Without Hearing	0	0	0	0	1	20	1	50	2	40	0	0	
With Hearing	3	100	4	100	4	80	1	50	3	60	1	100	

Findings of Discrimination					C	ompa	rat	ive D	ata	ı		
Rendered by Basis		I	Pre	viou	s F	iscal	Yea	ar Da	ta		1	015
Note: Complaints can be filed alleging multiple bases.The sum	20	)10	20	)11	2	012	2	013	2	014	1	`hru 2-31
of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		4		5		2		5		1	
Race	2	67	1	25	0	0	0	0	1	20	0	0
Color	0	0	0	0	1	20	0	0	0	0	0	0
Religion	1	33	1	25	0	0	0	0	0	0	0	0
Reprisal	1	33	1	25	3	60	1	50	1	20	0	0
Sex	0	0	0	0	3	60	0	0	2	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	25	1	20	0	0	2	40	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	1	20	0	0	2	40	1	100
Disability	0	0	1	25	0	0	1	50	3	60	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	20	0	0	0	0	0	0
Findings After Hearing	3		4		4		1		3		1	
Race	2	67	1	25	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	33	1	25	0	0	0	0	0	0	0	0
Reprisal	1	33	1	25	3	75	1	100	1	33	0	0
Sex	0	0	0	0	3	75	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	25	0	0	0	0	1	33	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination		Pre	vio	us F	isc	al Ye	ar l	Data		2	015	Thru
					Coı	mpar	ativ	ve Da	ta			
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	1	100	1	50	0	0
Age	0	0	0	0	0	0	0	0	1	50	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	1	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	2	100	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	1	100	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		1		1		2		0	
Non-EEO	0	0	0	0	1	25	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	25	0	0	0	0	2	67	0	0
Age	1	33	0	0	1	25	0	0	1	33	1	100

					(	Comp	ara	ative	Dat	ta		
Findings of Discrimination		I	Pre	viou	s F	iscal	Yea	ar Da	ıta		201	5 Thru
Rendered by Issue	20	010	20	)11	2	012	2	013	2	014	1	2-31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		4		5		2		5		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	20	0	0	2	40	0	0
Awards	0	0	0	0	0	0	1	50	0	0	0	0
Conversion to Full-time	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	1	33	0	0	0	0	1	50	1	20	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
Evaluation Appraisal	0	0	0	0	1	20	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	2	50	1	20	0	0	3	60	1	100
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	1	20	0	0	0	0	0	0
Promotion/Non-Selection	2	67	0	0	2	40	0	0	2	40	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	33	0	0	0	0	1	50	1	20	0	0
Reasonable Accommodation	0	0	2	50	0	0	1	50	0	0	0	0
Reinstatement	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
Termination	0	0	1	25	0	0	0	0	0	0	1	100
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	20	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	20	0	0	0	0	0	0
Findings After Hearing	3		4		4		1		3		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	1	25	0	0	1	33	0	0
Awards	0	0	0	0	0	0	1	100	0	0	0	0
Conversion to Full-time	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	1	33	0	0	0	0	1	100	1	33	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
Evaluation Appraisal	0	0	0	0	1	25	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	2	50	0	0	0	0	3	100	1	100
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	1	25	0	0	0	0	0	0
Promotion/Non-Selection	2	67	0	0	2	50	0	0	1	33	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	33	0	0	0	0	1	100	0	0	0	0
Reasonable Accommodation	0	0	2	50	0	0	0	0	0	0	0	0
Reinstatement	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
Termination	0	0	1	25	0	0	0	0	0	0	1	100
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	33	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
	_											

Other - User Defined	0	0	0	0	1	25	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		0		1		1		2		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	1	50	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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	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
Evaluation 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	1	100	0	0	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	0	0	1	50	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	1	50	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement	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

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	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	Thru 12- 31
Total complaints from previous Fiscal Years	213	214	404	358	210	322
Total Complainants	193	187	341	301	180	275
Number complaints pending						
Investigation	0	5	6	1	0	50
ROI issued, pending Complainant's action	0	0	0	0	0	14
Hearing	113	137	174	166	191	242
Final Agency Action	62	23	14	12	19	16
Appeal with EEOC Office of Federal Operations	38	49	58	66	71	88
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	Thru 12- 31
Pending Complaints Where Investigations Exceed Required Time Frames	20	2	8	0	0	0