



# Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2020, Quarter 3

Office of Diversity and Civil Rights

30 June 2020



U.S. Immigration  
and Customs  
Enforcement

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

For 3rd Quarter 2020 for period ending June 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	179	216	219	192	135	140
Number of Complainants	174	201	202	184	133	134
Repeat Filers	4	11	10	7	0	6
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	71	85	93	78	53	47
Color	17	32	47	31	21	20
Religion	10	12	15	13	4	5
Reprisal	91	132	124	121	66	76
Sex	63	90	83	74	53	56
PDA	7	3	0	6	2	1
National Origin	36	53	66	55	21	29
Equal Pay Act	2	0	4	2	1	0
Age	59	99	95	59	51	46
Disability	33	44	56	43	39	45
Genetics	0	0	1	1	0	0
Non-EEO	9	18	16	16	12	6

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	6	8	19	11	17	11
Assignment of Duties	29	42	39	36	15	22
Awards	3	4	3	1	0	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	1	2
Reprimand	4	9	13	14	4	5
Suspension	3	11	10	11	4	2
Removal	0	0	6	4	2	1
Duty Hours	2	5	3	7	2	0
Perf. Eval./ Appraisal	21	27	37	36	29	21
Examination/Test	2	2	0	1	1	1
<b>Harassment</b>						
Non-Sexual	82	92	103	82	61	60
Sexual	5	11	13	9	5	8
Medical Examination	1	2	3	2	7	5
Pay including overtime	19	13	18	7	3	9
Promotion/Non-Selection	45	95	77	51	30	22
<b>Reassignment</b>						
Denied	3	10	22	11	6	3
Directed	1	16	29	19	4	10
Reasonable Accommodation Disability	10	15	19	18	12	14
Reinstatement	0	0	0	1	1	1

Religious Accommodation	0	1	0	0	0	0
Retirement	3	3	0	1	2	2
Sex-Stereotyping	29	42	39	36	15	22
Telework	0	6	4	4	3	3
Termination	7	6	8	12	8	12
Terms/Conditions of Employment	15	42	49	61	15	15
Time and Attendance	14	22	36	19	5	13
Training	11	17	16	6	6	4
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru06-30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	305.94	286.73	280.02	364.05	446.32	365.06
Average number of days in final action	139.36	142.26	184.45	117.70	206.53	164.68
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	317.18	292.69	258.76	370.95	458.62	355.93
Average number of days in final action	51.41	92.48	82.33	62.69	76.32	103.79
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	291.69	280.55	330.67	349.88	440.60	373.83
Average number of days in final action	215.64	196.76	340.74	328.21	418.49	356.25





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	1	100	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	50	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru06-30</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	7		2		2		3		1		1	
Appointment/Hire	0	0	1	50	0	0	0	0	0	0	0	0
Assignment of Duties	1	14	0	0	0	0	0	0	0	0	1	100
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
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	50	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
Duty Hours	0	0	1	50	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	33	0	0	1	100
Examination/Test	0	0	0	0	1	50	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	5	71	1	50	0	0	1	33	1	100	1	100
Sexual	1	14	1	50	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









Terms/Conditions of Employment	0	0	0	0	1	50	0	0	0	0	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	1	100	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>												
<b>Comparative Data</b>												
<b>Previous Fiscal Year Data</b>												
<b>2020Thru06-30</b>												
Total complaints from previous Fiscal Years	244	248	326	381	367	362						
Total Complainants	230	231	285	326	325	327						
<b>Number complaints pending</b>												
Investigation	5	2	11	29	27	20						
ROI issued, pending Complainant's action	1	0	6	10	10	10						
Hearing	185	197	247	243	208	178						
Final Agency Action	40	36	48	79	109	145						
Appeal with EEOC Office of Federal Operations	67	83	94	104	141	156						
<b>Complaint Investigations</b>												
<b>Comparative Data</b>												
<b>Previous Fiscal Year Data</b>												
<b>2020Thru06-30</b>												
Pending Complaints Where Investigations Exceed Required Time Frames	33	20	34	57	70	28						