



Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2021, Quarter 2

Office of Diversity and Civil Rights

31 March 2021



U.S. Immigration
and Customs
Enforcement

U.S. Immigration and Customs Enforcement Equal Employment Opportunity Data Posted Pursuant to the No Fear Act For 2nd Quarter 2021 for period ending March 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	213	227	201	145	184	72
Number of Complainants	199	207	193	143	176	69
Repeat Filers	10	13	7	2	8	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	84	96	81	55	67	34
Color	29	49	32	20	32	14
Religion	12	15	13	4	7	1
Reprisal	128	127	124	67	97	43
Sex	90	88	79	56	70	30
PDA	3	0	6	2	2	0
National Origin	54	64	54	21	36	24
Equal Pay Act	0	5	2	1	0	2
Age	98	98	61	51	59	25
Disability	43	58	44	38	57	17

Genetics	0	0	1	0	0	0
Non-EEO	19	15	15	12	7	7
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	8	18	10	19	17	2
Assignment of Duties	38	38	36	10	25	8
Awards	4	5	1	0	3	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	2	2
Reprimand	6	13	8	4	7	5
Suspension	10	8	9	4	4	3
Removal	0	5	4	2	1	0
Duty Hours	4	3	6	2	0	2
Perf. Eval./ Appraisal	22	34	32	28	23	9
Examination/Test	2	0	1	0	1	0
Harassment						
Non-Sexual	87	105	85	58	76	31
Sexual	10	13	8	5	9	1
Medical Examination	1	4	2	7	5	0
Pay including overtime	11	18	5	3	10	2
Promotion/Non-Selection	94	77	51	28	28	12
Reassignment						
Denied	8	21	9	6	4	0

Directed	15	29	20	5	11	2
Reasonable Accommodation Disability	12	18	18	13	15	2
Reinstatement	0	0	1	1	1	0
Religious Accommodation	1	1	0	0	0	0
Retirement	3	0	1	2	2	1
Sex-Stereotyping	1	0	0	0	0	0
Telework	5	4	5	2	4	2
Termination	6	8	12	8	15	12
Terms/Conditions of Employment	36	50	57	13	15	0
Time and Attendance	20	34	18	3	18	4
Training	15	15	7	6	4	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	285.73	281.87	363.83	439.84	345.50	279.86
Average number of days in final action	147.72	195.93	124.31	206.53	182.44	283.18
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	293.17	254.35	372.12	455.71	340.14	290.21
Average number of days in final action	98.45	89.62	64.96	76.32	114.74	140.79
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	278.81	328.29	348.90	432.91	351.38	266.58

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	1	13	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	50	1	50	0	0	0	0	3	38	1	50
Time and Attendance	1	50	0	0	0	0	0	0	0	0	1	50
Training	0	0	0	0	0	0	0	0	0	0	0	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/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	1	10 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
Duty Hours	1	10 0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	10 0	0	0	2	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	10 0	0	0	0	0	1	10 0	2	100	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	1	50	0	0	0	0	1	17	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	100
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2021Thru03-31						
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	277	340	410	388	333	382						
Total Complainants	259	300	350	344	302	344						
Number complaints pending												
Investigation	2	11	28	30	5	34						
ROI issued, pending Complainant's action	0	9	12	10	5	8						
Hearing	218	248	244	219	173	175						
Final Agency Action	35	31	84	117	141	148						
Appeal with EEOC Office of Federal Operations	91	97	105	141	165	180						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2021Thru03-31						
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceed Required Time Frames	20	34	55	76	19	17						