



Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2022, Quarter 4

Office of Diversity and Civil Rights

30 September 2022



U.S. Immigration
and Customs
Enforcement

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

ICE (and below)

For 4th Quarter 2022 for period ending September 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	227	201	145	184	137	260
Number of Complainants	207	193	143	176	130	243
Repeat Filers	13	7	2	8	6	15
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	96	81	55	67	59	68
Color	49	32	20	32	22	27
Religion	15	13	4	7	5	49
Reprisal	127	124	67	97	75	96
Sex	88	79	56	70	58	89
PDA	0	6	2	2	2	1
National Origin	64	54	21	36	43	46
Equal Pay Act	5	2	1	0	2	1

Age	98	61	51	59	45	71
Disability	58	44	38	57	38	103
Genetics	0	1	0	0	1	10
Non-EEO	15	15	12	7	13	16
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	18	10	19	17	9	20
Assignment of Duties	38	36	10	25	15	0
Awards	5	1	0	3	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	2	2	1
Reprimand	13	8	4	7	7	0
Suspension	8	9	4	4	5	6
Removal	5	4	2	1	2	4
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	3	0	0	0	0	13
Other 2	0	0	0	0	0	0
Duty Hours	3	6	2	0	3	0
Perf. Eval./ Appraisal	34	32	28	23	12	15
Examination/Test	0	1	0	1	2	4
Harassment						
Non-Sexual	105	85	58	76	53	85
Sexual	13	8	5	9	5	10
Medical Examination	4	2	7	5	0	44
Pay including overtime	18	5	3	10	3	5
Promotion/Non-Selection	77	51	28	28	22	21

Reassignment						
Denied	21	9	6	4	1	2
Directed	29	20	5	11	2	6
Reasonable Accommodation Disability	18	18	13	15	6	15
Reinstatement	0	1	1	1	0	0
Religious Accommodation	1	0	0	0	0	6
Retirement	0	1	2	2	3	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	5	2	4	4	3
Termination	8	12	8	15	14	11
Terms/Conditions of Employment	50	57	13	15	8	0
Time and Attendance	34	18	3	18	7	5
Training	15	7	6	4	1	6
Other Terms/Conditions of Employment	0	0	0	0	0	81
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	2	0	0	0	0	0
User Defined - Other 3	1	0	0	0	0	0
User Defined - Other 4	1	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	281.87	363.83	439.84	345.50	276.68	343.85
Average number of days in final action	195.93	124.31	206.53	182.44	288.06	201.68
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	254.35	372.12	455.71	340.14	285.75	367.97
Average number of days in final action	89.62	64.96	76.32	114.74	137.49	133.35

Reprisal	0	0	1	100	0	0	5	63	1	100	1	100
Sex	2	100	0	0	0	0	5	63	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	25	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	4	50	0	0	0	0
Disability	1	50	1	100	0	0	2	25	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	1	100
Non-EEO	0	0	0	0	0	0	1	13	0	0	0	0

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Findings After Hearing	0		1		1		2		0		0	
Race	0	0	0	0	1	100	0	0	0	0	0	0
Color	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
Reprisal	0	0	1	100	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	1	50	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	0	0	1	50	0	0	0	0
Disability	0	0	1	100	0	0	1	50	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	50	0	0	0	0

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Findings Without Hearing	2		0		0		6		1		1	
Race	0	0	0	0	0	0	2	33	1	100	0	0
Color	0	0	0	0	0	0	2	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	4	67	1	100	1	100
Sex	2	100	0	0	0	0	4	67	1	100	0	0

