

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

## ICE (and below)

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	153	185	178	213	227	201
Number of Complainants	153	182	173	199	207	193
Repeat Filers	0	2	4	10	13	7
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	57	70	70	84	96	81
Color	17	23	17	29	49	32
Religion	8	10	10	12	15	13
Reprisal	67	90	88	128	127	124
Sex	62	91	61	90	88	79
PDA	1	4	7	3	0	6

National Origin	33	36	36	54	64	54
Equal Pay Act	0	5	2	0	5	2
Age	66	79	60	98	98	61
Disability	25	37	33	43	58	44
Genetics	1	1	0	0	0	1
Non-EEO	10	13	8	19	15	15
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	10	4	6	8	18	10
Assignment of Duties	18	33	29	38	38	36
Awards	3	1	3	4	5	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	4	4	4	6	13	8
Suspension	6	4	3	10	8	9
Removal	2	3	0	0	5	4
Duty Hours	1	1	2	4	3	6
Perf. Eval./ Appraisal	12	19	21	22	34	32
Examination/Test	1	2	2	2	0	1
<b>Harassment</b>						
Non-Sexual	52	97	81	87	105	85
Sexual	6	6	5	10	13	8

Medical Examination	1	0	1	1	4	2
Pay including overtime	3	9	19	11	18	5
Promotion/Non-Selection	72	31	45	94	77	51
<b>Reassignment</b>						
Denied	5	9	3	8	21	9
Directed	6	18	1	15	29	20
Reasonable Accommodation Disability	2	4	10	12	18	18
Reinstatement	1	0	0	0	0	1
Religious Accommodation	0	0	0	1	1	0
Retirement	0	0	3	3	0	1
Sex-Stereotyping	0	0	0	1	0	0
Telework	0	0	0	5	4	5
Termination	5	10	8	6	8	12
Terms/Conditions of Employment	6	18	14	36	50	57
Time and Attendance	11	9	14	20	34	18
Training	10	4	11	15	15	7
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Complaints pending during fiscal year						
Average number of days in investigation	411.12	448.95	301.06	285.73	281.87	363.83
Average number of days in final action	143.12	117.20	150.06	147.72	195.93	124.31
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	413.20	455.30	308.50	293.17	254.35	372.12						
Average number of days in final action	54.91	37.96	69.09	98.45	89.62	64.96						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	408.43	436.71	287.87	278.81	328.29	348.90						
Average number of days in final action	217.77	173.80	216.49	196.76	340.74	348.77						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total Complaints Dismissed by Agency	5	5	8	12	19	21						
Average days pending prior to dismissal	323	790	275	403	206	295						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	17	24	15	16	17	14						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</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	0		0		6		3		2		1	
Without Hearing	0	0	0	0	0	0	2	67	2	100	0	0
With Hearing	0	0	0	0	6	100	1	33	0	0	1	100



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	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	100	0	0	0	0
<b>Findings Without Hearing</b>	0		4		0		1		2		0	
Race	0	0	3	75	0	0	0	0	0	0	0	0
Color	0	0	1	25	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	2	50	0	0	0	0	0	0	0	0
Sex	0	0	2	50	0	0	1	100	2	100	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	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	25	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>2018Thru09- 30</b>	
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</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>	0		4		7		2		2		1	
Appointment/Hire	0	0	0	0	0	0	1	50	0	0	0	0









Suspension	0	0	1	25	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	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	1	50	0	0
Harassment												
Non-Sexual	0	0	3	75	0	0	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	2	50	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	25	0	0	0	0	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	1	25	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	50	0	0	0	0	1	50	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	1	100	0	0	0	0	0	0
Other - User Define												

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Total complaints from previous Fiscal Years	202	233	265	277	340	410
Total Complainants	198	232	252	259	300	350
<b>Number complaints pending</b>						
Investigation	50	27	7	2	11	28
ROI issued, pending Complainant's action	9	1	1	0	9	12
Hearing	116	166	201	218	248	244
Final Agency Action	25	30	44	35	31	84
Appeal with EEOC Office of Federal Operations	71	93	49	91	97	105
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	95	55	35	20	34	55