

U.S. Immigration and Customs Enforcement ICE

Management Directive 715

Equal Employment Opportunity Program Status Report

FY 2022



**U.S. Immigration
and Customs
Enforcement**

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AGENCY IDENTIFYING INFORMATION

For the period covering October 1, 2021, to September 30, 2022

PART A Department or Agency Identifying Information	1. Agency		Department of Homeland Security	
	1.a. 2 nd level reporting component		U.S. Immigration and Customs Enforcement	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		500 12 th Street SW, STOP 5010	
	3. City, State, Zip Code		Washington, DC 20536-5010	
	4. CPDF Code	5. FIPS Code	HSBB	7012
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			20,221
	2. Enter total number of temporary employees			56
	3. Enter total number employees paid from non-appropriated funds			0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			20,277
PART C Agency Official Responsible For Oversight of EEO Program	1. Head of Agency Official Title		Tae D. Johnson Deputy Director and Senior Official Performing the Duties of the Director U.S. Immigration and Customs Enforcement	
	2. Agency Head Designee		Scott F. Lanum Assistant Director Office of Diversity & Civil Rights	
	3. Principal EEO Director/Official Title/series/grade		Scott F. Lanum Assistant Director Office of Diversity & Civil Rights	
	4. Title VII Affirmative EEO Program Official		Carolyn Leary (A) Chief Diversity Officer Office of Diversity & Civil Rights	
	5. Section 501 Affirmative Action Program Official		Carolyn Leary (A) Chief Diversity Officer Office of Diversity & Civil Rights	
	6. Complaint Processing Program Manager		Tonya Yarborough (A) Chief, Complaints & Resolution Division Office of Diversity & Civil Rights	

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AGENCY IDENTIFYING INFORMATION

	7. Other Responsible Staff	Robin Kilgore Deputy Assistant Director Office of Diversity & Civil Rights
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AGENCY IDENTIFYING INFORMATION

PART D Subordinate Components	Subordinate Component and Location (City/State)		CPDF and FIPS Codes	
	N/A			
EEO FORMS and Documents Included With This Report				
Executive Summary [FORM 715-01 PART E], that includes:	x	Optional Annual Self-Assessment Checklist Against Essential Elements (Form 715-01 Part G)	x	
Brief paragraph describing the agency's mission and mission-related functions	x	EEO Plan To Attain the Essential Elements of a Model EEO Program (Form 715-01 Part H) for each programmatic essential	x	
Summary of results of agency's annual self-assessment against MD 715 "Essential Elements"	x	EEO Plan To Eliminate Identified Barrier (Form 715-01 Part I) for each identified barrier	x	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	x	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees (Form 715-01 Part J)	x	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	x	Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	x	
Summary of EEO Plan action items implemented or accomplished	x	Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	x	
Statement of Establishment of Continuing Equal Employment Opportunity Programs (Form 715-01 Part F)	x	Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	x	
Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	x	Organizational Chart	x	

E EXECUTIVE SUMMARY

Section I. Agency Mission and Leadership

U.S. Immigration and Customs Enforcement (ICE) is a premier law enforcement agency comprised of over 20,000 employees located in 400 offices across the United States and 56 foreign countries. ICE's primary mission is to promote homeland security and public safety through the criminal and civil enforcement of federal laws governing border control, customs, trade, and immigration.

ICE proactively complies with Equal Employment Opportunity (EEO) laws, policies, directives, and executive orders. ICE continues to implement innovative concepts to ensure employees, former employees, and applicants for federal employment are afforded equal employment opportunities regardless of their national origin, race, color, sex, age, religion, disability, genetic information, or prior participation in EEO activity. ICE measures the success of its EEO program against the six Essential Elements of a Model Equal Employment Opportunity Program, as outlined by the U.S. Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715).

Section II. The Six Essential Elements of a Model EEO Program

ICE examined its current EEO program status through the Model EEO Program Self-Assessment measures (Part G). Of the 149 measures, ICE identified four deficiencies within its program, which reflects a compliance rate of 98 percent. Utilizing the results of the self-assessment, the Agency developed plans to address program deficiencies (Part H) and workforce triggers regarding participation rates for certain groups in the workforce (Parts I and J).

1. Demonstrated Commitment by Agency Leadership

Through Fiscal Year (FY) 2022, Agency leadership continued to demonstrate their commitment to DEIA and EEO. The acting director, Tae D. Johnson, established a policy statement on Diversity, Equity, Inclusion, and Accessibility for ICE's workforce and workplaces. In addition to the DEIA policy statement, the acting director also extended his commitment when he established the Civil Rights and Anti-Harassment policy statements.

2. Integration of EEO into the Agency's Strategic Mission

The goal remains to promote inclusive diversity and maintain resources needed to identify potential barriers that preclude women, minorities, and individuals with disabilities from enjoying equal employment opportunities. Field Special Emphasis Program Managers (SEPMs) will assist leaders with addressing key organizational issues and concerns.

ICE established policy provision which requires hiring officials conduct interview panels when filling supervisory positions via the competitive hiring process. Since ICE does not require that interviews be conducted when filling vacant positions, this will ensure a more transparent, robust, and equitable process for supervisory selections. Training is a prerequisite for all hiring managers and participants in the hiring process and will include topics on the interview paneling process, increased diversity, and implicit bias. The selecting official will be responsible for ensuring the interview panel is diverse, and each panel member completes the requisite training.

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The Shadow Wolves Enhancement Act, which was established on April 19, 2022, authorizes Homeland Security Investigations (HSI) to hire Native Americans as 1811s (Special Agents).

Additionally, ICE drafted the “Women in Law Enforcement Action Plan;” completion of the action plan falls within FY23. ICE established a Women in Law Enforcement Working Group to create initiatives related to recruitment, retention, and promotion of women; identify potential barriers to employment; identify opportunities for improvement; and develop an Agency-Wide Action Plan.

3. Management and Program Accountability

ICE continues to advance its diversity and inclusion efforts by maintaining its alignment of deliverables, operations, and strategies within a virtual environment. ICE conducted site-visit briefings for field leadership that included their EEO complaint activity, workforce diversity data, reasonable accommodation requests status, and information on ICE’s Language Access Plan and language services usage.

4. Proactive Prevention of Unlawful Discrimination

In support of DEIA initiatives and Executive Order (EO) 14035 (June 25, 2021), ICE developed a strategic plan and an implementation plan on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce. The Agency gathered quarterly data on implementation plan progress and provided a report to the Department of Homeland Security (DHS). Furthermore, throughout FY22, ICE organized numerous cultural awareness events during special observance months to educate the workforce.

ICE provided managers and supervisors training on EEO laws by the Office of Diversity and Civil Rights (ODCR) embedded attorney, Investigations and Joint Intake Center process by the Office of Professional Responsibility, Reasonable Accommodation, Workplace Flexibilities and Alternate Dispute Resolutions by the Office of Diversity and Civil Rights, Schedule A and Hiring Authorities by the Office of Human Capital, and Career Development Opportunities by the Office of Leadership and Career Development. As a result, 98% of supervisors participate in the training.

5. Efficiency

During FY22, the combination of complaints initiated due to the ongoing COVID-19 National Emergency, the COVID-19 vaccine mandate, and return to in-office work, led ICE to experience the highest levels of pre-complaint and formal EEO complaint activity compared to the last ten years. ICE received 359 pre-complaints in FY22, a 52% increase over FY21. As a result of drastic increase in pre-complaints initiated, timeliness in pre-complaint processing declined from 98% in FY21 to 93% in FY22.

Alternative Dispute Resolution (ADR) was offered in 72% of pre-complaint cases in FY22. This is a significant decline from the 94% offer rate in FY21 and is attributed to the fact that ICE could not offer relief in many of these cases due to the nature of the claims involved. Of those cases where ADR was offered, 64% of the individuals agreed to participate. Of the 169 ADR cases completed in FY22, 24 resulted in a negotiated settlement agreement, and 45 cases were

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resolved because the individual opted not to file a formal EEO complaint, which yielded a total ADR resolution rate of 41%, a slight decline from the FY21 resolution rate of 44%.

ICE received 260 formal EEO complaints in FY22, a 91% increase over the 136 formal complaints filed in FY21. ICE completed 107 investigations in FY22, a 12% decrease from the 122 completed in FY21. ICE's FY22 investigation timeliness rate was 44%, a 20% decrease from FY21's 54% timeliness rate. The decreased timeliness is attributed both to the sudden increased volume of complaints received, and to the fact that many of these complaints were highly complex and complaint processing was impacted by continuous litigation from the COVID-19 vaccine mandate. In FY22, the three most-cited bases were disability-physical (77), reprisal (77), and religion (48). The three most-cited issues were harassment (91), medical examination (43), and disciplinary action (23).

6. Responsiveness and Legal Compliance

The DHS Office for Civil Rights and Civil Liberties (CRCL) issued 118 Final Agency Decisions (FADs) without an Administrative Judge's decision in FY22. One FAD contained a finding of discrimination, finding an employee was subjected to harassment based on national origin, religion, sex, and disability. CRCL issued 53 Final Orders in cases with Administrative Judges' decisions in FY22. Discrimination was found in two cases filed by the same individual, resulting in two Final Orders. In these cases, CRCL implemented the Administrative Judges' findings that ICE discriminated against an employee based on reprisal regarding disciplinary action, harassment, performance appraisal, and training.

ICE posted timely No FEAR Act data, met established deadlines for submitting the FY21 MD-715 report, and submitted a timely Annual Statistical Report of Discrimination Complaints (EEOC Form 462) to EEOC.

Section III. Workforce Analyses

Overall, ICE remains the same regarding male (70%) and female (30%) participation for the past three years. Last year, female Law Enforcement Officer (LEO) hires doubled from 17% to 34%. In great part, the increase is attributed to HSI-Female Special Agent in Charge (SAC) participation within HSI. Their participation has doubled within the last three years and is at 16%. Female Deputy Special Agent in Charge (DSAC) participation (16%) increased 5% over the last three years. Female DSACs (16%) increased and female Assistant Special Agent in Charge (ASACs) (10%) slightly decreased.

Worthy of note, ICE increased the percentage of women LEOs hired between FY21 and FY22:

Women Deportation Officers (GS-1801) hired from 16% in FY21 to 25% in FY22

Women Special Agents (GS-1811) hired from 18% in FY21 to 44% in FY22

The representation of persons with disabilities within the ICE workforce remained stable at just over 17% of the total workforce (3,527 of the total 20,277 workforce). Persons with targeted disabilities, at just over 1% of the total workforce (206 persons of the total 20,277 employees),

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were also relatively unchanged from the FY21 totals. ICE received and processed 523 requests for reasonable accommodation in FY22, a 43.4% increase from the previous year.

Section IV. FY23 Planned Activities

No new program deficiencies were identified in FY22. ICE continues to improve on the four identified deficiencies during the reporting period.

1. Timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions (FADs), and legal sufficiency reviews. ODCR Complaints and Resolution Division has strategically instituted planned activities toward achieving full compliance that will ultimately lead to dividing the EEO specialists support by regions by the beginning of FY24 (see Part H-1).
2. Timely processing of all accommodation requests within the time frame set in its reasonable accommodation (RA) procedures. ODCR Diversity Management Division will fill the current two vacancies, will update the Standard Operating Procedures, and will provide training to employees (see Part H-2).
3. Issue acceptance/dismissal within a reasonable time after receipt of the written EEO counselor report, pursuant to MD-110, Ch. 5(I). ODCR Complaints and Resolution Division will update and finalize internal procedures, including templates, to facilitate timely case processing. The unit will also continue to provide focused training and filling vacancies (see Part H-3).
4. Timely completion of investigations, pursuant to 29 CFR 1614.108. ODCR has submitted documentation for staffing increase of four Full Time Employees (FTEs) for EEO Complaint processing (see Part H-4).

F CERTIFICATION OF ESTABLISHMENT OF CONTINUING EQUAL
EMPLOYMENT OPPORTUNITY PROGRAM

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.


The agency has also analyzed its workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

SCOTT F LANUM Digitally signed by SCOTT F LANUM
Date: 2023.03.15 10:19:27 -04'00'

Scott F. Lanum
Assistant Director, ODCR
U.S. Immigration and Customs Enforcement

Date



Tae D. Johnson
Deputy Director and Senior Official Performing the
Duties of the Director
U.S. Immigration and Customs Enforcement

04/03/2023

Date

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Essential Element A: Demonstrated Commitment From Agency Leadership This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.			
Compliance Indicator	A – The agency Demonstrated Commitment from Agency Leadership	Measure Met? (Yes/No/NA)	Comments
Measures			
A.1.a	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency’s commitment to EEO for all employees and applicants? If “yes”, please provide the annual issuance date in the comments column. [See MD-715, II(A)]	Yes	The Acting Director issued the new EEO Policy Statement on July 27, 2022
A.1.b	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [See 29 C.F.R. § 1614.101(a)]	Yes	
A.2.a	Does the agency disseminate the following policies and procedures to all employees:		
A.2.a.1	Anti-Harassment policy? [See MD-715, II(A)]	Yes	
A.2.a.2	Reasonable accommodation procedures? [See 29 C.F.R. §1614.203(d)(3)]	Yes	
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:		
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [See 29 C.F.R. § 1614.102(b)(7)]	Yes	https://www.ice.gov/leadership/dcr https://icegov.sharepoint.com/sites/insight/director/dcr
A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [See 29 C.F.R. § 1614.102(b)(5)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

A.2.b.3	Reasonable accommodation procedures? [See 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes	https://www.ice.gov/leadership/dcr https://icegov.sharepoint.com/sites/insight/director/dcr
A.2.c	Does the agency inform its employees about the following topics:		
A.2.c.1	EEO complaint process? [See 29 C.F.R. §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	Yes	ICE Complaint process is on ODCR’s intranet site, and is discussed bi-weekly during new employee orientation, during mandatory training for new managers and supervisors, during site visits, ad hoc requests for training including online training and notice of EEO rights are identified in action letters.
A.2.c.2	ADR process? [See MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	Policies are disseminated during the bi-weekly new employee orientation, and information is on the ODCR intranet page. New managers and supervisors are informed during mandatory training sessions and Complainants are notified during the complaint process.
A.2.c.3	Reasonable accommodation program? [See 29 C.F.R. § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes	Policies are disseminated during the bi-weekly new employee orientation, required PALMS training and on the ODCR intranet page.
A.2.c.4	Anti-Harassment program? [See EEOC “Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors” (1999), § V.C.1] If “yes”, please provide how often.	Yes	AH policy is on ODCR’s intranet site. ICE also provides AH policies and procedures biweekly during new employee orientation, required PALMS training, and during annual mandatory training for new managers and supervisors.
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [See 5 C.F.R. § 2635.101(b)] If “yes”, please provide how often.	Yes	Covered in the AHP Policy letter that is disseminated, publicized on ICE intranet website, and covered in the code of conduct and the ICE Table of Offenses and Penalties.
A.3.a	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [See 29 C.F.R. § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	Yes	ICE Director's Outstanding Achievement in Diversity Management and Core Value Awards. See https://insight.ice.dhs.gov/director/awards/Pages/index.aspx
A.3.b	Does the agency utilize the Federal Employee Viewpoint Survey (FEVS) or other climate assessment tools to monitor the perception of EEO principles within the workforce? [See 5 C.F.R. Part 250]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Compliance Indicator	B – The agency's integration of EEO into Agency's Strategic Mission	Measure Met? (Yes/No/NA)	Comments
Measures			
B.1.a	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [See 29 C.F.R. §1614.102(b)(4)]	Yes	
B.1.a.1	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	NA	
B.1.a.2	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [See 29 C.F.R. §1614.102(b)(4)]	Yes	ODCR is in the Office of the Director.
B.1.b	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [See 29 C.F.R. §1614.102(c) (1); MD-715 Instructions, Sec. I]	Yes	
B.1.c	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [See MD-715 Instructions, Sec. I)] If "yes", please provide the date of the briefing in the comments column.	Yes	The State of the EEO Briefing was presented to the head of the agency on February 3, 2022.
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [See MD-715, II(B)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [See MD-110, Ch. 1(III)(A); 29 C.F.R. §1614.102(c)]	Yes	
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [See 29 C.F.R. §1614.102(c)(4)]	Yes	
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [See 29 C.F.R. §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	
B.2.d	Is the EEO Director responsible for overseeing the timely issuing final agency decisions (FADs)? [See 29 C.F.R. §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	N/A	The DHS Office for Civil Rights and Civil Liberties (CRCL) is responsible for issuing Final Agency Decisions for all DHS components. ICE works with CRCL to assist it in meeting its obligation to timely issue FADs by promptly submitting FAD requests.
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [See 29 C.F.R. §§ 1614.102(e); 1614.502]	Yes	
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [See 29 C.F.R. §1614.102(c)(2)]	Yes	
B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [See 29 C.F.R. §§ 1614.102(c)(2) and (c)(3)]	N/A	ICE does not have subordinate components.

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

B.3.a	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [See MD-715, II(B)]	Yes	
B.3.b	Does the agency's current strategic plan reference EEO/diversity and inclusion principles? [See MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	Yes	ICE's FY 2022-2026 Strategic Plan Goal 2: Recruit, engage and retain a diverse talent pipeline 2.1: Promote and practice outreach efforts that builds internal and external awareness of ICE as an employer of choice for individuals of all backgrounds, experiences, and abilities.
B.4.a	Pursuant to 29 C.F.R. §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:		
B.4.a.1	To conduct a self-assessment of the agency for possible program deficiencies? [See MD-715, II(D)]	Yes	
B.4.a.2	To enable the agency to conduct a thorough barrier analysis of its workforce? [See MD-715, II(B)]	Yes	
B.4.a.3	To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions (FADs), and legal sufficiency reviews? [See 29 C.F.R. § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	No	SEE PART H
B.4.a.4	To provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [See MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes	



G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

B.4.a.5	To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [See 29 C.F.R. §1614.102(c)(2)]	Yes	
B.4.a.6	To publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [See MD-715, II(B)]	Yes	
B.4.a.7	To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [See MD-715, II (E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes	
B.4.a.8	To effectively administer its Special Emphasis Programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [See 5 U.S.C. § 7201; 38 U.S.C. § 4214; 5 C.F.R. § 720.204; 5 C.F.R. § 213.3102(t) and (u); 5 C.F.R. § 315.709]	Yes	
B.4.a.9	To effectively manage its Anti-Harassment program? [See MD-715 Instructions, Sec. I); “EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors” (1999), § V.C.1]	Yes	
B.4.a.10	To effectively manage its reasonable accommodation program? [See 29 C.F.R. § 1614.203(d)(4)(ii)]	Yes	
B.4.a.11	To ensure timely and complete compliance with EEOC orders? [See MD-715, II(E)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

B.4.b	Does the EEO office have a budget that is separate from other offices within the agency? [See 29 C.F.R. § 1614.102(a)(1)]	Yes	
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [See MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes	
B.4.d	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes	
B.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes	
B.5.a	Pursuant to 29 C.F.R. § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:		
B.5.a.1	EEO Complaint Process? [See MD-715(II)(B)]	Yes	
B.5.a.2	Reasonable Accommodation Procedures? [See 29 C.F.R. § 1614.102(d)(3)]	Yes	
B.5.a.3	Anti-Harassment Policy? [See MD-715(II)(B)]	Yes	
B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [See MD-715, II(B)]	Yes	
B.5.a.5	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [See MD-715(II)(E)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [See MD-715 Instructions, Sec. I]	Yes	
B.6.b	Do senior managers participate in the barrier analysis process? [See MD-715 Instructions, Sec. I]	Yes	
B.6.c	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [See MD-715 Instructions, Sec. I]	Yes	
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [See 29 C.F.R. § 1614.102(a)(5)]	Yes	
 Compliance Indicator	C – The Agency's Management and Program Accountability	Measure Met? (Yes/No/NA)	Comments
 Measures			
C.1.a	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [See 29 C.F.R. §1614.102(c)(2)] If “yes”, please provide the schedule for conducting audits in the comments section.	Yes	Annually
C.1.b	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [See 29 C.F.R. §1614.102(c)(2)] If “yes”, please provide the schedule for conducting audits in the comments section.	Yes	Annually
C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [See MD-715, II(C)]	Yes	
C.2.a	Has the agency established comprehensive Anti-Harassment policy and procedures that comply with EEOC’s enforcement guidance? [See MD-715, II(C); “Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance)”, EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

C.2.a.1	Does the Anti-Harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [See “EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors” (1999), § V.C.1]	Yes	
C.2.a.2	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [See EEOC Report, “Model EEO Program Must Have an Effective Anti-Harassment Program” (2006)]	Yes	
C.2.a.3	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [See “Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance)”, EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
C.2.a.4	Does the agency ensure that the EEO office informs the Anti-Harassment program of all EEO counseling activity alleging harassment? [See Enforcement Guidance, V.C.]	Yes	
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [See <i>Complainant v. Dep’t of Veterans Affairs</i> , EEOC Appeal No. 0120123232 (May 21, 2015); <i>Complainant v. Dep’t of Defense (Defense Commissary Agency)</i> , EEOC Appeal No. 0120130331 (May 29, 2015)] If “no”, please provide the percentage of timely-processed inquiries in the comments column.	Yes	
C.2.a.6	Do the agency’s training materials on its Anti-Harassment policy include examples of disability-based harassment? [See 29 C.F.R. §1614.203(d)(2)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

C.2.b	Has the agency established disability reasonable accommodation procedures that comply with EEOC’s regulations and guidance? [See 29 C.F.R. §1614.203(d)(3)]	Yes	
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [See 29 C.F.R. §1614.203(d)(3)(D)]	Yes	
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [See MD-110, Ch. 1(IV)(A)]	Yes	
C.2.b.3	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [See 29 C.F.R. §1614.203(d)(1)(ii)(B)]	Yes	
C.2.b.4	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [See 29 C.F.R. §1614.203(d)(3)(i)(M)]	Yes	
C.2.b.5	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [See MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests in the comments column.	No	In FY 2022, the ICE Reasonable Accommodations team staffing declined by 66.67%. As a result of losing staff members, case processing days increased significantly from 30 business days to an average of 69 business days. SEE PART H
C.2.c	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC’s regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [See 29 C.F.R. §1614.203(d)(6)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

C.2.c.1	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [See 29 C.F.R. § 1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.	Yes	https://www.ice.gov/doclib/about/offices/dcr/icePASP.pdf
C.3.a	Pursuant to 29 C.F.R. §1614.102(a) (5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes	
C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		
C.3.b.1	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [See MD-110, Ch. 3.I]	Yes	
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [See 29 C.F.R. §1614.102(b)(6)]	Yes	
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [See MD-715, II(C)]	Yes	
C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [See MD-715 Instructions, Sec. I]	Yes	
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [See 29 C.F.R. §1614.102(a)(7)]	Yes	
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [See 29 C.F.R. §1614.102(a)(8)]	Yes	
C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [See MD-715, II(C)]	Yes	



G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

C.3.b.8	Support the Anti-Harassment program in investigating and correcting harassing conduct. [See “Enforcement Guidance”, V.C.2]	Yes	
C.3.b.9	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [See MD-715, II(C)]	Yes	
C.3.c	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [See 29 C.F.R. §1614.102(c)(2)]	Yes	ODCR suggests training, facilitate discussions, and consults with Employee Relations in the Office of Human Capital (OHC) to determine if disciplinary actions are warranted.
C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [See 29 C.F.R. §1614.102(c)(2)]	N/A	ODCR does not recommend remedial or disciplinary actions, it consults with Employee Relations in the Office of Human Capital (OHC) to implement disciplinary actions.
C.4.a	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [See 29 C.F.R. §1614.102(a)(2)]	Yes	
C.4.b	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [See MD-715 Instructions, Sec. I]	Yes	
C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [See 29 C.F.R. §1614.601(a)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

C.4.d	Does the HR office timely provide the EEO office with timely access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [See MD-715, II(C)]	Yes	
C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [See 29 C.F.R. §1614.203(d); MD-715, II(C)]	Yes	
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [See MD-715, II(C)]	Yes	
C.4.e.3	Develop and/or provide training for managers and employees? [See MD-715, II(C)]	Yes	
C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [See MD-715, II(C)]	Yes	
C.4.e.5	Assist in preparing the MD-715 report? [See MD-715, II(C)]	Yes	
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 C.F.R. § 1614.102(a)(6); See also <i>Douglas v. Veterans Administration</i> , 5 MSPR 280 (1981).	Yes	
C.5.b	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [See 29 C.F.R. §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	During FY 2022, one individual was referred to OHC for potential disciplinary action based on findings of discrimination. Action rising to the level of discipline is pending.
C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [See MD-715, II(C)]	Yes	



G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

C.6.a	Does the EEO office provide management/ supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [See MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	Yes	ODCR provides this information annually to managers and supervisors through training, virtual site visits with field managers and supervisors, and routing briefs with headquarters managers and supervisors.
C.6.b	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [See MD-715 Instructions, Sec. I]	Yes	
 Compliance Indicator	D – The Agency's Proactive Prevention	Measure Met?	Comments
 Measures		(Yes/No/NA)	
D.1.a	Does the agency have a process for identifying triggers in the workplace? [See MD-715 Instructions, Sec. I]	Yes	
D.1.b	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; Anti-Harassment program; and/or external special interest groups? [See MD-715 Instructions, Sec. I]	Yes	
D.1.c	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [See 29 C.F.R. 1614.203(d)(1)(iii)(C)]	Yes	
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [See MD-715, (II)(B)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

D.2.b	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [See 29 C.F.R. §1614.102(a)(3)]	Yes	
D.2.c	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [See 29 C.F.R. §1614.102(a)(3)]	Yes	
D.2.d	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; Anti-Harassment program; special emphasis programs; reasonable accommodation program; Anti-Harassment program; and/or external special interest groups? [See MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column.	Yes	ICE reviews the following: complaint/grievance data; employee climate surveys; focus groups; site visits and evaluative data from the special emphasis programs.
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [See 29 C.F.R. §1614.102(a)(3)]	Yes	
D.3.b	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [See MD-715, II(D)]	Yes	
D.3.c	Does the agency periodically review the effectiveness of the plans? [See MD-715, II(D)]	Yes	
D.4.a	Does the agency post its affirmative action plan on its public website? [See 29 C.F.R. 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	https://www.ice.gov/leadership/dcr
D.4.b	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [See 29 C.F.R. 1614.203(d)(1)(i)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

D.4.c	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [See 29 C.F.R. 1614.203(d)(1)(ii)(A)]	Yes	
D.4.d	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [See 29 C.F.R. 1614.203(d)(7)(ii)]	Yes	
 Compliance Indicator	E – The Agency's Efficiency	Measure Met? (Yes/No/NA)	Comments
 Measures			
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 C.F.R. §1614.105?	Yes	
E.1.b	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 C.F.R. §1614.105(b)(1)?	Yes	
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	Yes	
E.1.d	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(l)? If so, please provide the average processing time in the comments.	No	In FY22, the average processing time is 79 days. SEE PART H
E.1.e	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 C.F.R. §1614.102(b)(6)?	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

E.1.f	Does the agency timely complete investigations, pursuant to 29 C.F.R. §1614.108?	No	In FY22, 43.9% (47) of the investigations were completed within the regulatory timeframes; this is a 20% decrease from the investigations completed in FY21. SEE PART H
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 C.F.R. §1614.108(g)?	Yes	
E.1.h	When the complainant does not request a hearing, does the agency timely issue the final agency decision (FAD), pursuant to 29 C.F.R. §1614.110(b)?	NA	DHS CRCL is responsible for issuing Final Agency Decisions for all DHS components. While ICE does not have direct control over CRCL's timeframes, ICE collaborates with CRCL to assist that office in meeting its requirement to timely issue FADs.
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 C.F.R. §1614.110(a)?	NA	DHS CRCL is responsible for issuing Final Agency Decisions for all DHS components. While ICE does not have direct control over CRCL's timeframes, ICE collaborates with CRCL to assist that office in meeting its requirement to timely issue FADs.
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	Yes	In accordance with the contractor's statement of work, the Agency may demand the removal of a contract investigator where it determines an investigator is ineffective (including untimeliness) or biased.
E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes	
E.1.l	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 C.F.R. § 1614.403(g)]	Yes	
E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [See MD-110, Ch. 1(IV)(D)]	Yes	



G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [See MD-110, Ch. 1(IV)(D)] If “yes,” please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes	ODCR has one full-time embedded attorney from the Office of Principal Legal Advisor that review reports of investigation. They provide legal advice to various divisions within ODCR and do not represent the Agency in any other manner.
E.2.c	If the EEO office relies on the agency’s defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [See MD-110, Ch. 1(IV)(D)]	NA	
E.2.d	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [See MD-110, Ch. 1(IV)(D)]	Yes	
E.2.e	If applicable, are processing time frames incorporated for the legal counsel’s sufficiency review for timely processing of complaints? EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)	Yes	
E.3.a	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [See 29 C.F.R. §1614.102(b)(2)]	Yes	
E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [See MD-715, II(A)(1)]	Yes	
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)]	Yes	
E.3.d	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [See MD-110, Ch. 3(III)(A)(9)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [See MD-110, Ch. 3(I)]	Yes	
E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [See MD-110, Ch. 3(II)(D)]	Yes	
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:		
E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [See MD-715, II(E)]	Yes	
E.4.a.2	The race, national origin, sex, and disability status of agency employees? [See 29 C.F.R. §1614.601(a)]	Yes	
E.4.a.3	Recruitment activities? [See MD-715, II(E)]	Yes	
E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [See MD-715, II(E)]	Yes	
E.4.a.5	The processing of requests for reasonable accommodation? [29 C.F.R. § 1614.203(d)(4)]	Yes	
E.4.a.6	The processing of complaints for the Anti-Harassment program? [See "EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors" (1999), § V.C.2]	Yes	
E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes	ODCR issued a broadcast message encouraging the workforce to update their EPP as part of the resurvey plan.
E.5.a	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [See MD-715, II(E)] If "yes", provide an example in the comments.	Yes	The Office of Diversity and Civil Rights Complaints and Resolution Division provides monthly updates to ICE program office leadership regarding complaint activity and areas of concern identified in complaint data. Diversity data is provided to program offices annually.

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

E.5.b	Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [See MD-715, II(E)] If "yes", provide an example in the comments.	Yes	ICE reviewed best practices across agencies to streamline processing of reasonable accommodation requests. Current reasonable accommodation procedures approved by EEOC July 13, 2022.
E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [See MD-715, II(E)]	Yes	
 Compliance Indicator	F – The Agency's Responsiveness and Legal Compliance	Measure Met?	Comments
 Measures		(Yes/No/NA)	
F.1.a	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [See 29 C.F.R. §1614.102(e); MD-715, II(F)]	Yes	
F.1.b	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [See MD-715, II(F)]	Yes	
F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [See MD-715, II(F)]	Yes	
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [See MD-715, II(F)]	Yes	
F.1.e	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 9(IX)(H)]	Yes	
F.2.a	Does the agency timely respond and fully comply with EEOC orders? [See 29 C.F.R. §1614.502; MD-715, II(E)]	Yes	

G AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

F.2.a.1	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [See 29 C.F.R. §1614.108(g)]	Yes	
F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [See 29 C.F.R. §1614.501]	Yes	
F.2.a.3	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [See 29 C.F.R. §1614.403(e)]	Yes	
F.2.a.4	Pursuant to 29 C.F.R. §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes	
F.3.a	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [See Public Law 107-174 (May 15, 2002), §203(a)]	Yes	
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [See 29 C.F.R. §1614.703(d)]	Yes	

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EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL
EEO PROGRAM

U.S. Immigration and Customs Enforcement (H-1)		FY 2022
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>B.4.a.3 Essential Element B: Integration of EEO into the Agency's Strategic Mission</p> <p>To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions (FADs), and legal sufficiency reviews?</p> <p>[See 29 C.F.R. § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]</p>	
OBJECTIVE:	To obtain appropriate funding and qualified staffing to allow for timely and thorough processing of EEO complaints throughout the complaint lifecycle, and to ensure compliance with EEOC orders.	
RESPONSIBLE OFFICIAL:	Chief, Complaints and Resolution Division, Office of Diversity and Civil Rights (ODCR) Deputy Assistant Director, ODCR Assistant Director, ODCR Deputy Director, U.S. Immigration and Customs Enforcement (ICE) Director, ICE	
DATE OBJECTIVE INITIATED:	October 31, 2020	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2023	

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EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL
EEO PROGRAM

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE:
At monthly update meetings, ODCR leadership will continue to advise ICE senior leadership on the impact of the continuing lack of sufficient staffing during monthly update meetings.	Monthly throughout FY 2021 Complete
ODCR will include performance-based metrics into the performance work plans of its EEO Specialists to ensure staff are accountable to completing work at each step in the complaint process within a reasonable time period.	October 31, 2020 Complete
The Assistant Director for ODCR will advise the Director of the need for additional staffing to timely process complaints as part of the State of EEO Briefing.	December 31, 2020 Complete
ODCR will initiate its second cohort of collateral-duty Internal Investigator Program. New Investigator Training will be provided to agency supervisors who have volunteered up to 20 percent of their work time to conduct EEO complaint investigations. This program is expected to result in more thorough complaint investigations with a higher timeliness rate.	September 30, 2021 Complete
Conduct processing mapping and strategic planning to identify case processing challenges and opportunities for improvement.	February 23, 2022 Complete
Conduct monthly data reviews with the EEO Specialists, to focus on timeliness metrics.	March 30, 2022 Ongoing
Provide quality EEO case processing training for the EEO Specialists from both internal and external resources.	September 12, 2022 – September 16, 2022 Ongoing

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EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL EEO PROGRAM

<p>Update and finalize the internal procedures and EEO forms to facilitate timely case processing.</p>	<p>June 30, 2023</p>
<p>The ODCR Complaints and Resolution Division will fill its vacant positions: GS-5/7/9 EEO Specialist; GS-11 EEO Specialist; GS-13 Lead EEO Specialist; and GS-14 Complaints Management Unit Chief and GS-15 Division Chief.</p>	<p>September 30, 2023 Partially Complete in February 2022</p>
<p>The ODCR Complaints Team will divide into regions allowing EEO Specialists to develop a closer rapport with Supervisors, Managers and employees in the field. This will facilitate with timely document requests. Affidavits and other needed information during the Investigative phase.</p>	<p>September 30, 2023</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p> <p><u>Modifications:</u></p> <p>ICE/ODCR Complaints and Resolution Division (CRD) conducts both monthly data reviews with the EEO Specialists, to focus on timeliness metrics and provide quality EEO case processing training for the EEO Specialists from both internal and external resources regularly.</p> <p>CRD filled the following vacant positions: GS-15 Division Chief and GS-11 EEO Specialist.</p> <p>CRD will update and finalize the internal procedures and EEO forms to facilitate timely case processing by June 30, 2023.</p> <p>CRD will fill the remaining vacant positions: GS-5/7/9 EEO Specialist, GS-13 Lead EEO Specialist; and GS-14 Complaints Management Unit Chief by September 30, 2023.</p> <p>CRD will divide its complaints team into regions allowing EEO Specialists to develop a closer rapport with Supervisors, Managers and employees in the field. This will facilitate with timely document requests, affidavits and other needed information during the Investigative phase by September 30, 2023.</p>	

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EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL EEO PROGRAM

Accomplishments:

In February 2022, the Complaints and Resolution Division selected an internal candidate to fill its GS-15 Chief Complaints and Resolution Division.

In July 2022, the Complaints and Resolution Division hired an experienced external candidate to fill its GS-11 EEO Specialist vacancy.

Monthly – The Assistant Director, ODCR, briefs senior agency executives regarding the need for additional staffing to timely and thoroughly process EEO complaints.

Fiscal Year 2020

November 2019 – ODCR learned the candidate for the Deputy Chief of the Complaints and Resolution Division had cleared security and suitability and was expected to enter on duty at the beginning of 2020. One EEO Specialist left ICE for another agency.

January 2020 – The Deputy Chief of the Complaints and Resolution Division came onboard. The Division Chief, Deputy Chief, both Lead EEO Specialists, and one EEO Specialist met in a three-day process mapping session facilitated by the Federal Mediation and Conciliation Service. As a result of this exercise, 34 inefficiencies in complaint processing were identified and corrected.

February 2020 – ODCR received approval from the Executive Assistant Director, Management & Administration, to convert one GS-11 EEO Specialist vacancy into a GS-14 Complaints Management Unit Chief.

May and June 2020 – Both of the Complaints and Resolution Division's GS-13 EEO Specialists left ICE for other agencies, and the most senior EEO Specialist leaving the Division with an inexperienced staff, the most senior of whom has only two years of experience. ODCR filled a GS-9 EEO Specialist vacancy and moved one EEO Specialist to the Complaints and Resolution Division to increase complaint processing staff.

August 2020 – Seventeen participants in the Internal Investigator Program were trained to become EEO investigators. Training was originally scheduled for earlier in FY20 but was delayed due to the COVID-19 National Emergency.

August and September 2020 – ODCR received hiring certificates for a GS-14 Complaints Management Unit Chief, a GS-13 EEO Specialist, a GS-12 Senior EEO Specialist, and two GS-11

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EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL
EEO PROGRAM

EEO Specialists. Accounting for the selection and background investigation processes, all selectees were anticipated to be onboard by December 2020.

September 2020 – ODCR filled a GS-12 Senior EEO Specialist vacancy, which created a GS-11 EEO Specialist vacancy.

September 2020 – ICE achieved a FY20 investigation timeliness rate of 34%, a 169% increase over FY19. Counseling timeliness was 85% in FY20, an improvement of 29%.

Fiscal Year 2021

February 14, 2021 – CRD hired a highly experienced external candidate to fill its GS-13 EEO Specialist vacancy.

During FY21, 98.2% of informal pre-complaints were processed within the regulatory time limits. This is an improvement of 10.5% over the FY20 informal timeliness rate of 87.7%.

Of the investigations completed in FY21, 54.9% were completed within the regulatory timeframes; this is an improvement of 22.9% over the FY20 formal timeliness rate of 32.0% and is the second-highest formal timeliness rate ICE has had in the last eight years.

The Internal Investigator Program developed its draft standard operating procedures, forms, processes, tracking, and internal shared digital platform to manage and store the documents. At the same time, 10 internal investigations were completed .

The EEOC did not issued any default judgments in FY21 against ICE as a sanction for untimely investigations.

Fiscal Year 2022

Of the investigations completed in FY22, 43.9% (47) were completed within the regulatory timeframes; this is a 20% decrease from the investigations completed in FY21.

Of the 8 internal investigations completed in FY22, 100% were completed within the regulatory timeframes.

H

EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL
EEO PROGRAM

U.S. Immigration and Customs Enforcement (H-2)		FY 2022
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	C.2.b.5 Essential Element C: Management and Program Accountability Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation (RA) procedures? [See MD-715, II(C)]	
OBJECTIVE:	Process reasonable accommodations requests within the timeframe set forth in ICE reasonable accommodation procedures.	
RESPONSIBLE OFFICIAL:	Disability Program Manager, ODCR Deputy Chief Diversity Officer, ODCR Chief Diversity Officer, ODCR Deputy Assistant Director, ODCR Assistant Director, ODCR	
DATE OBJECTIVE INITIATED:	September 30, 2019	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2023	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE:	
Provide updated plan to senior staff for consideration.	September 30, 2019 Completed	

H

EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL
EEO PROGRAM

Coordinate with the Contract Project Manager to facilitate the assignment of RA projects to available contractors.	September 30, 2019 Completed
Review the current staffing plan and submit requests to fill vacant positions.	September 30, 2019 Completed
Revise ODCR internal Standard Operating Procedure (SOP) and templates for processing RA requests to align with providing supervisors with decision making authority.	December 31, 2019 Completed
With the assistance of outside facilitators, the Diversity Management Division will engage in a series of process-mapping activities to identify weaknesses and undue delays in the RA process.	March 30, 2020 Completed
Initiate a plan to review the ICE Reasonable Accommodation procedures to gain internal efficiencies.	February 28, 2020 Completed
Update the ICE Reasonable Accommodation procedures in accordance with results from the process mapping.	April 30, 2020 Completed
Assess reasonable accommodation system requirements to identify bottlenecks and ascertain whether additional tracking mechanisms are required.	June 30, 2020 Completed
Receive final approval of the ICE RA procedures.	July 13, 2022 Completed
The ODCR Diversity Mangement Division will fill its two vacant positions: GS-7/9/11 RA Coordinators.	September 30, 2023

H

EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL
EEO PROGRAM

Develop and implement our Reasonable Accommodation Standard Operating Procedures (SOP).	September 30, 2023
Develop Reasonable Accommodation training for employees.	September 30, 2023
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p> <p><u>Accomplishments:</u></p> <p>In FY22, ODCR/DMD hired a new Disability Program Manager.</p> <p>On July 13, 2022, ODCR’s Diversity Management Division (DMD) received final approval of the ICE RA procedures by EEOC.</p> <p>In FY22, ODCR/DMD conducted mandatory Reasonable Accommodation and Workplace Flexibility training to over 3,000 managers and supervisors.</p> <p>In FY22, ODCR/DMD provided training to all Disability Program team members to bolster their knowledge and skills for responding to reasonable accommodation requests. In addition, the Reasonable Accommodation Coordinators participated in Federal Exchange on Employment and Disability meetings, Religious Accommodation Training (provided by EEOC), DHS Service Animal and Section 504 training, and DHS Veterans Employment Association Training. Lastly, the Disability Program Manager provided weekly training to the Reasonable Accommodation Coordinators.</p> <p><u>Fiscal Year 2022</u></p> <p>In FY 2022, the ICE Reasonable Accommodations team staffing declined by 66.67%. As a result of losing staff members, case processing days increased significantly from 30 business days to an average of 69 business days.</p>	

H

EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL
EEO PROGRAM

U.S. Immigration and Customs Enforcement (H-3)		FY 2022
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E.1.d Essential Element E: Efficiency Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I).	
OBJECTIVE:	Improve the timeliness of accepting and dismissing cases within the regulatory timeframe.	
RESPONSIBLE OFFICIAL:	Deputy Chief, Complaints and Resolution Division, ODCR Chief, Complaints and Resolution Division, ODCR Deputy Assistant Director, ODCR Assistant Director, ODCR Acting Deputy Director, ICE Acting Director, ICE	
DATE OBJECTIVE INITIATED:	June 30, 2023	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2025	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE:	

H

EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL EEO PROGRAM

Update and finalize the internal procedures and EEO templates to facilitate timely case processing.	June 30, 2023
The ODCR Complaints and Resolution Division will fill its vacant positions: GS-5/7/9 EEO Specialist; GS-13 Lead EEO Specialist; and GS-14 Complaints Management Unit Chief.	September 30, 2024
Provide quality EEO training for the EEO Specialists from both internal and external resources.	September 30, 2025
Conduct weekly meetings with the EEO Specialists to focus on complex cases.	September 30, 2025
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

U.S. Immigration and Customs Enforcement (H-4)		FY 2022
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E.1.f Essential Element E: Efficiency Does the agency timely complete investigations, pursuant to 29 C.F.R. §1614.108?	
OBJECTIVE:	Improve timeliness of complaint investigations through increased scrutiny of work completed by contracted investigators and through the development of a collateral duty Internal Investigator Program (IIP). IIP investigators will have more agency familiarity than contract investigators, resulting in fewer delays in identifying relevant evidence and witnesses.	

H

EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL EEO PROGRAM

<p>RESPONSIBLE OFFICIAL:</p>	<p>Investigations Program Manager, ODCR Deputy Chief, Complaints and Resolution Division, ODCR Chief, Complaints and Resolution Division, ODCR Deputy Assistant Director, ODCR Assistant Director, ODCR Acting Deputy Director, ICE Acting Director, ICE</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>June 5, 2019</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2024</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE:</p>
<p>Review performance data from IIP investigators and project needs for FY 2021.</p>	<p>October 1, 2020 Completed</p>
<p>ODCR will meet with the ICE Contracting Officer to train the new Contracting Officer Representative (COR) to help the COR hold the investigative contractor responsible for unacceptable performance, including untimely investigations. Performance, including timeliness discussions occurred with the IAA provider in FY21.</p>	<p>October 1, 2020 Completed</p>
<p>ODCR will work closely with the newly-appointed COR and timely report all deficiencies in work by the investigative contractor, including issues with untimeliness.</p>	<p>October 31, 2020 Ongoing</p>

H

EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL
EEO PROGRAM

Insert performance measures into EEO Specialist performance work plans to ensure greater accountability and oversight of the discrete steps in the formal complaint process.	November 30, 2020 Completed
Achieve milestone of 20 th assigned investigation to IIP investigator.	March 31, 2024
ODCR submitted documentation for staffing increase of four FTE's for EEO Complaint processing.	September 30, 2024

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:**Modifications:**

ICE/ODCR Complaints and Resolution Division (CRD) will achieve milestone of 20th assigned investigation to IIP investigator by March 31, 2024.

Accomplishments:

In FY22, ODCR Complaints and Resolution Division (CRD)'s internal investigations program completed 8 internal investigations; 100% were completed within the regulatory timeframes.

In FY22, ODCR Complaints and Resolution Division (CRD) completed standard operating procedures, updated all templates and forms and fully trained all internal investigators.

Fiscal Year 2019

Monthly – The Assistant Director, ODCR, briefs senior agency executives regarding the need for additional staffing to timely and thoroughly process EEO complaints.

June 5, 2019 – In a memorandum to the ICE Acting Director, the Assistant Director, ODCR, requested additional staffing for the Complaints and Resolution Division. This request included three EEO Specialist positions, which were previously requested in FY 2016, approved in FY 2017, but never funded, and reinstatement of six ODCR positions that were defunded in FY 2018, including the GS-14 EEO Investigations Manager in the Complaints and Resolution Division.

Fiscal Year 2020

H

EEO PLAN FOR ATTAINING THE ELEMENTS OF A MODEL EEO PROGRAM

Monthly – The Assistant Director, ODCR, briefs senior agency executives regarding the need for additional staffing to timely and thoroughly process EEO complaints.

November 6, 2019 – A solicitation for IIP applicants was sent agency-wide on November 6, 2019.

November 8, 2019 – A process mapping planning session was held. A second process mapping session was held December 2-6, 2019.

February 2020 – Processing changes were shared with EEO Specialists and institutionalized in their performance work plans.

August 2020 – IIP participants received EEOC's New Investigator Training Program. The training was originally to occur in early 2020, however the coronavirus national emergency disrupted those plans. EEOC delivered the training in a virtual environment in August 2020.

September 2020 – The first case assignments were made to IIP participants.

September 2020 – ICE achieved a FY20 investigation timeliness rate of 34%, a 169% increase over FY19.

Fiscal Year 2021

In FY21, 54.9% EEO investigations were completed within the regulatory timeframes; this is an improvement of 22.9% over the FY20 formal timeliness rate of 32.0%.

As FY22/Q1, the internal investigators have completed ten investigations and of the ten investigation five were completed timely.

Internal investigators have also completed investigations for several remands ordered by DHS CRCL.

In FY21, ODCR put the IIP on hold to revise the standard operating procedures, update all templates and forms and fully train all internal investigators. This pause in the program allowed ODCR to develop a model program.

Fiscal Year 2022

In FY22, 43.9% (47) of the investigations were completed within the regulatory timeframes; this is a 20% decrease from the investigations completed in FY21.

I EEO PLAN TO ELIMINATE IDENTIFIED BARRIERS

U.S. Immigration and Customs Enforcement		FY 2022
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER</p> <p><i>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</i></p>	<p>The SES participation rate for women in senior leadership positions (GS-15 and above), is below the CLF rate of 48.16%.</p> <p>A review of the total workforce by Race/National Origin and Gender (R/NOG), in the 1801 and 1811 occupational series, reveals a 15.52% participation rate in the 1801 series and 15.35% in the 1811 series for women in the ICE workforce, which is significantly below the OCLF rate of 52.70% and 25.00%.</p>	
<p>BARRIER ANALYSIS:</p> <p><i>Provide a description of steps taken and data analyzed to determine the cause of the condition.</i></p>	<p>A statistical analysis of MD-715 tables A-1, A4-1, A 4-2, A6-1, A6-2, A6-3 and A6-4 and the corresponding B tables was conducted among women in the ICE workforce to include the feeder group from the GS-14 grade level.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p><i>Provide a succinct statement of the agency policy, procedure, or practice determined to be the barrier of the undesired condition.</i></p>	<p>ICE has not clearly identified the barriers that exist in recruiting, hiring, promoting and retaining women into ICE leadership positions. A review of internal processes is necessary to identify the barriers for this group.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.</p>	<p>ICE will focus on three key strategic priorities: Recruitment, Retention, and Career Progression to increase the participation rate of women, specifically in the occupational series for 1801 and 1811, at all grade levels, by rebranding, creating and implementing equitable policies, practices and procedures that have a disparate impact on women attaining leadership position within the Agency.</p>	
<p>RESPONSIBLE OFFICIALS:</p>	<p>Assistant Director, ODCR Chief Diversity Officer Chief, Office of Human Capital Chief, Office of Leadership & Career Development</p>	

I EEO PLAN TO ELIMINATE IDENTIFIED BARRIERS

	Executive Diversity & Inclusion Advisory Council (EDIAC)
DATE OBJECTIVE INITIATED:	November 30, 2022
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2024
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Established a ICE Women in Law Enforcement Agency-Wide Action Plan.	11/30/2022
Hire a new Chief Diversity Officer (CDO), to manage the DEIA efforts and the Presidential EO 14035 initiatives.	12/31/2022
Develop a toolkit for ICE recruiters including materials/FAQs that might be areas of interest for female LEO applicants, and centralized contact list for all recruiters.	12/31/2022
Leverage BFOQ “Female Only” announcement authority upon approval from OPM.	2/28/2023
Develop guidance for SES PWPs so that Leading People competency is considered as part of leveraging diversity element SES support/action in furtherance of EDIAC’s WLE Action Plan.	3/31/2023
Develop plan to enhance communication regarding ICE Coaching and Mentoring Programs to increase participation, particularly for women LEOs. Include videos/InSight features regarding coaching and mentoring success stories.	3/31/2023
Create transparency in the promotion process and establish career development program for interns/fellows leading to GS-1811/1801 series.	6/30/2023

I EEO PLAN TO ELIMINATE IDENTIFIED BARRIERS

Develop a plan to increase the number of female tactical and firearms instructors at Federal Law Enforcement Tactical Center (FLETC).	6/30/2023
Create and implement work/life balance policies that attract and retain female law enforcement officers to remain with ICE. These policies include flexible work schedules; distribution of training and development opportunities; and providing resources through ERGs, EDIAC, and new SEPMs.	9/30/2023
Incorporate 5 new SEPMs to build employee resource groups (ERGs) that will target key initiatives with the ICE DEIA Strategic Plan, Secretary’s Priorities, and EDIAC focus areas.	9/30/2023
Develop an ICE recruitment strategic plan covering FY 24 – FY 25 for ICE GS-1811s and GS-1801s. Partner with Office of Public Affairs to update recruiting materials and online/social media presence.	9/30/2023
Develop a Standardized Physical Fitness Remediation Program for FOD and SAC offices to administer to employees that do not pass PFT in FLETC causing disenrollment. Leverage successful remediation programs currently in use by some field offices that have enabled employees to return to FLETC and pass the PFT.	6/30/2024

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

Modification: Due to budget constraints and change in ODCR’s Diversity Management Division’s leadership, revisions to PART I were made for FY 23 to follow the new DEIA Strategic Plan and DEIA Implementation Plan.

In March of 2022, ICE hosted a Reimagining the Female Experience workshop and convened an Agency-wide group of 27 women to focus on three key components of the female experience: Recruitment & Onboarding, Retention, and Career Progression. Participants developed 60+ ideas, six of which were prioritized and built out into proposed solutions to address recruiting and onboarding, retention, and career progression challenges prevalent through women’s careers at ICE. Participants aligned on key challenges to ultimately generate and prioritize solutions in response.

Building upon this effort, between June and August 2022, ICE under the auspices of the Executive Diversity and Inclusion Advisory Council (EDIAC) assembled six EDIAC Women in Law

I EEO PLAN TO ELIMINATE IDENTIFIED BARRIERS

Enforcement (WLE) Working Group Solution Teams (representing 34 members across ICE). This group shared insights and ideas related to recruitment, retention, and promotion of women to understand the barriers that exist, as well as to identify opportunities for improvement, and ultimately developed this Agency-Wide Action Plan. The plan recommends three areas of focus to increase recruitment, retention, and promotion rates for women, but ICE expects the implementation of this plan will have a positive impact on the entire workforce. Planned activities towards completion of objectives have been modified making it a two-year plan.

Accomplishments: ICE finalized its FY 22 – FY 26 Diversity Equity Inclusion and Accessibility Strategic Plan and Implementation Plan for the Agency on May 20, 2022.

ICE also established a Women in Law Enforcement Working Group to create initiatives related to recruitment, retention, and promotion of women; identified potential barriers to employment; identified opportunities for improvement; and developed Agency-Wide Action Plan.

ICE created and reevaluated policies that negatively affect the advancement of women in law enforcement (i.e., diverse promotion panels, interview/personal assessment panels and SES Candidate Program gaps) by establishing policy that requires interview panels for all supervisory positions; focus on increased diversity among its hiring panels; and, training on interview panel processes as well as implicit bias.

The SES Succession Plan pilot was launched to address leadership competency gaps in middle management and to identify and develop High Potential Executive (HPE) candidates. Highlights include:

- HSI and ERO leveraged the ICE Succession Planning Program to further develop diverse group of GS-14 and GS-15 leaders by providing SES mentorship opportunities to program participants.
- Determined how ICE Succession Planning Program impacts the promotion of women and/or minorities and adjusted, as needed.

As a best practice, ICE established recurring meetings with the HR recruitment team and the Chief, Human Capital Officer, to discuss outreach and training opportunities to improve the applicant pool of women qualified for leadership and SES roles within ICE.

DHS is committed to ensuring 30% of law enforcement officer new hires are women by 2023. To meet this goal, the Agency implemented initiatives that promoted and highlighted key efforts of women in law enforcement to ensure that “women can see themselves” working for ICE via targeted advertisement. This priority also focused on re-imagining current policies that negatively impact women in the workforce. Some highlights include:

I EEO PLAN TO ELIMINATE IDENTIFIED BARRIERS

- Importance of skills and experience that women bring to federal law enforcement.
- Programs within ICE that support women (e.g. the ICE Mentoring for Women Program).
- ICE policies and resources supporting working parents (e.g. paid parental leave, childcare resources, etc.).
- Further information and FAQs regarding working in federal law enforcement.
- Videos highlighting ICE female law enforcement officers offering their perspectives on working in law enforcement as a woman.

In an effort to create work/life balance that attracts and retains female law enforcement officer to remain at ICE, Office of Diversity and Civil Rights conducted eight workplace flexibility/reasonable accommodation trainings to its managers and supervisors to generate policy for change.

Lastly, ICE Office of Diversity and Civil Rights hired two of the five projected FTE - Special Emphasis Program Managers (SEPM) to boost responses to key initiatives in the ICE DEIA Strategic Plan.

MD-715 – Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- a. Cluster GS-1 to GS-10 (PWD) Yes No
- b. Cluster GS-11 to SES (PWD) Yes No

Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- a. Cluster GS-1 to GS-10 (PWTD) Yes No
- b. Cluster GS-11 to SES (PWTD) Yes No

Analysis of the permanent workforce data contained in Table B-4 indicates that the percentage of PWTD in the GS-11 to SES cluster was .88% in FY 2022, which indicates that ICE does have a trigger in the GS-11 to SES cluster.

2. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

During FY 2022, ICE communicated recruitment goals to its hiring managers, collateral field recruiters and other stakeholders via Microsoft Teams meetings, training sessions and other modes of communication with a goal of assisting the program offices with their hiring gaps and strategic recruitment needs.

Section II: Model Disability Program

Pursuant to 29 C.F.R. §1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Yes

No

During FY 2022 the Disability Program staff consisted of a Disability Program Manager (hired during 4th Quarter of FY 2022), and two Reasonable Accommodation Coordinators (who departed the agency in January 2022 and April 2022). The Disability Program at ICE includes facilitating the Reasonable Accommodation Program, Personal Assistance Services Program, Architectural Barriers initiatives to identify barriers, 508 Compliance barrier identification and resolution, provision of customized training across the Agency, as well as the establishment and monitoring of contracts to meet the needs of employees with disabilities. Although the Disability Team was inundated with reasonable accommodation requests it was able to accomplished a tremendous number of objectives this year, including providing numerous sessions of customized reasonable accommodation/workplace flexibility training and resurveying the workforce.

However, due to the limited number of Disability Team members, ICE was unable to process RA requests within the parameters established in the ICE RA procedures.

ODCR is also leveraging contractual staff to assist with data management, data analysis projects, and other projects in support of the Disability Program.

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Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	3			<p>Veronica Lile Office of Human Capital, Human Capital Operations Center, Unit Chief, M&A/OPLA/OD Staffing Veronica.lile@ice.dhs.gov</p> <p>Toi Vann Office of Human Capital, Operations Center, Unit Chief, ERO Staffing Toi.vann@ice.dhs.gov</p> <p>Jenneve Zell Office of Human Capital, Human Resources Operations Center Unit Chief, HSI Staffing jenneve.s.zell@ice.dhs.gov</p>
Answering questions from the public about hiring authorities that take disability into account	3			<p>Kimberly Burke, Sr. Human Resources Specialist kimberly.m.burke@ice.dhs.gov</p> <p>Dana Basile, Recruitment and Retention Chief Diana.Basile@ice.dhs.gov</p> <p>Billy McCall, Disability Program Manager, Billy.McCall@ice.dhs.gov</p>
Processing reasonable accommodation requests from applicants and employees	4			<p>Suhai Alston, Programs Unit Chief, suhai.alston@ice.dhs.gov</p>

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				Billy McCall, Disability Program Manager, Billy.McCall@ice.dhs.gov Laparisienne Moore-Brown, Reasonable Accommodation Coordinator Laparisienne.Moore-Brown@ice.dhs.gov Rudregus Davis, Reasonable Accommodation Coordinator Rudregus.S.Davis@ice.dhs.gov
Section 508 Compliance	1			Arva Parker, IT Specialist, ICE Section 508 Coordinator Arva.Parker@ice.dhs.gov
Architectural Barriers Act Compliance	1			Billy McCall, Disability Program Manager, Billy.McCall@ice.dhs.gov
Special Emphasis Program for PWD and PWTD	3			Billy McCall, Disability Program Manager, Billy.McCall@ice.dhs.gov Laparisienne Moore-Brown, Reasonable Accommodation Coordinator Laparisienne.Moore-Brown@ice.dhs.gov Rudregus Davis, Reasonable Accommodation Coordinator Rudregus.S.Davis@ice.dhs.gov

Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Yes

No

ODCR provided training for all Disability Program team members to bolster their knowledge and skills for responding to reasonable accommodation requests. During FY 2022, the Reasonable Accommodation Coordinators participated in Federal Exchange on Employment and Disability meetings, Religious Accommodation Training (provided by EEOC), DHS Service Animal and Section 504 training, and DHS Veterans Employment Association Training. Additionally, the Disability Program Manager provided weekly training for the Reasonable Accommodation Coordinators.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Yes

No

The ICE Central Accommodation Fund (CAF) was established in FY 2016 and remains in place. It continues to be sufficiently funded to meet the accommodation needs of ICE employees and applicants for employment. During FY 2022 ICE continued to utilization of contracts to provide services for Deaf/HOH/Blind and an Interagency Agreement for ergonomic assessments.

The Disability Program received support from our current contractors. The contractors assist with processing of reasonable accommodation requests, data management, data analysis projects, and other projects in support of the Disability Program.

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD.

A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES

Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

ICE participated in two (2) virtual recruiting events through Ability Job Fair, Career Expo for People with Disabilities, and Equal Opportunity Publications (EOP) for applicants with disabilities under the Schedule A and 30% or More Disabled Veteran hiring authorities. ICE also participated in seventeen (17) Recruit Military Job Fairs for

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30% or More Disabled Veterans, as well as DHS is Hiring – Individuals with Disabilities webinar highlighting ICE positions and the ability for individuals eligible for Schedule A and 30% or More Disabled Veterans to apply by submitting their resumes. ICE also utilizes the Workforce Recruitment Program (WRP) portal to query potential candidates with Schedule A appointment authority.

ICE is strongly committed to recruiting individuals with disabilities and providing effective training on the usage of the Schedule A Hiring Authority. To achieve a diverse and inclusive workforce, ICE implements a dual approach to recruiting individuals with disabilities. First, we continue to partner and collaborate with ODCR, who has the lead role in ICE's diversity and inclusion program to include the disability program. Second, we build partnerships with various external organizations that are dedicated to serving individuals with disabilities to achieve results and maximize diversity and inclusion within ICE's workforce. ICE utilizes the Workforce Recruitment Program (WRP) Portal and the Agency Talent Portal (ATP) within USAJOBS, to query potential candidates with Schedule A appointment authority.

Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.

ICE continues to use the following authorities to hire persons with disabilities:

- Schedule A for PWD and PWTD
- 30% or More Disabled Veteran Authority

The agency uses the Department of Defense's Operation Warfighter (OWF) and the Human Exploitation Rescue Operation (HERO) programs, which allow applicants to participate in an internship that may lead to a noncompetitive appointment. Both programs are for individuals who were wounded, injured or ill during military service.

The Schedule A and Veterans hiring authorities are covered under the annual mandatory training for all hiring managers/supervisors and HR Specialists. Information regarding the WRP was also disseminated to managers and supervisors.

1. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

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OHC's Human Resources Operations Center (HROC) is staffed with qualified Human Resources Specialists with expertise in the area of Staffing and Placement. These individuals determine if the Schedule A applicant is minimally qualified and meets basic eligibility for Schedule A appointment. Once the determination has been made, the applicant is forwarded to a hiring manager for consideration either by a Certificate of Eligibles or other means such as a forwarded resume and Schedule A letter from other sources.

Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Yes No N/A

As part of ICE's strategic recruitment plan for FY 2022, the Office of Human Capital provided a basic overview of the Schedule A Hiring Authority as well as other special hiring authorities to more than 3,000 hiring managers/supervisors. ICE's Strategic Recruitment and Retention Unit and ODCR will continue to collaborate with each office to provide toolkits for all new supervisors. The toolkits will consist of information on special hiring authorities including Schedule A, and 30% or More Disabled Veterans. It will also include information on how to utilize the WRP and (ATP), in terms of querying Persons with Disabilities and Persons with Targeted Disabilities.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

ICE continues to establish relationships with various organizations such as: Department of Veterans Affairs (VA), Workforce Recruitment Program (WRP), Operation Warfighter Regional Coordinators, Office of Personnel Management's "Disability Site", Soldier Recovery Units at various military installations for future recruitment and outreach events, training, workshops, etc.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

a. New Hires for Permanent Workforce (PWD) Yes No

b. New Hires for Permanent Workforce (PWTD) Yes No

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At this time, there are no verifiable triggers. As a Law Enforcement organization, the bulk of our positions are Law Enforcement Officers (LEOs) and therefore our population for PWD eligible positions is much smaller than our total employee population. As of PP19, FY 2022, ICE's workforce was 20,228; of this number 99 new hires were categorized as PWD which is .5% of the workforce. New hires categorized as PWTD, ICE hired seventeen (17), which is .08% of the workforce. During FY 2022, ICE did not meet the 12% goal of PWD which is currently at 8.53% additionally ICE did not meet the 2% goal for PWTD which is currently at 1.47% an increase of .46% from FY 2021. ICE continues to strategically recruit individuals with disabilities as an effort to meet its hiring goals.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below.

- | | | |
|-----------------------------|--------------------------------------|----|
| a. New Hires for MCO (PWD) | <input checked="" type="radio"/> Yes | No |
| b. New Hires for MCO (PWTD) | <input checked="" type="radio"/> Yes | No |

ICE is primarily a law enforcement agency and the requirements of its mission critical occupations will have a large impact on meeting the benchmarks due to medical and physical requirements. The triggers that exist are listed below:

Nine (9) new hires were categorized as PWD for MCO 1801. Of the nine (9), One (1) individual is categorized as PWTD for MCO 1801.

Two (2) new hires were categorized as PWD for MCO 1811. Of the two (2), zero (0) individual were categorized as PWTD for MCO 1811.

Five (5) new hires were categorized as PWD for MCO 0905. Of the five (5), one (1) individual is categorized as PWTD for MCO 0905.

Four (4) new hires were categorized as PWD for MCO 0132. Of the four (4), one (1) individual is categorized as PWTD for MCO 0132.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below.

- | | | | |
|----------------------------------------|-----|----|--------------------------------------|
| a. Qualified Applicants for MCO (PWD) | Yes | No | <input checked="" type="radio"/> N/A |
| b. Qualified Applicants for MCO (PWTD) | Yes | No | <input checked="" type="radio"/> N/A |

The U.S. Immigration and Customs Enforcement (ICE) did not collect this data for FY 2022.

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4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.
- a. Promotions for MCO (PWD) Yes No
- b. Promotions for MCO (PWTD) Yes No

ICE is primarily a law enforcement agency and the requirements of its mission critical occupations will have a large impact on meeting the benchmarks due to medical and physical requirements. The triggers that exist for internal competitive promotions to any of the mission-critical occupations (MCO) are listed below:

224 internal competitive promotions were categorized as PWD for MCO 1801. Of the 224, 13 individuals (1.76%) are categorized as PWTD for MCO 1801.

118 internal competitive promotions were categorized as PWD for MCO 1811. Of the 118, 2 individuals (.26%) are categorized as PWTD for MCO 1811.

12 internal competitive promotions were categorized as PWD for MCO 0905. Of the 12, 1 individual (1%) is categorized as PWTD for MCO 0905.

57 internal competitive promotions were categorized as PWD for MCO 0132. Of the 57, 3 individual (2.16%) is categorized as PWTD for MCO 0132.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

In FY 2022, ODCR's Disability Team provided customized training for Managers and Supervisor's with the goal of increasing their knowledge of Reasonable Accommodations and Workplace Flexibilities. The customized trainings focused on the Decision-makers role and responsibilities, supervisors/managers roles/responsibilities as well as those of the employee and ODCR. ODCR's goal for providing this training is to equip Managers and Supervisor's with the tools and resources available for conducting the interactive process, coordinating with the reasonable accommodation coordinator and effectively processing Reasonable Accommodation requests within the timeframes set forth in the ICE RA Procedures. The Disability team has noted a dramatic increase in participation in the interactive process of Decision-makers, managers and supervisors in offices where the training has been conducted. Additionally, the Disability Team noted a dramatic increase in timely responses from managers and supervisors when providing needed information or documentation, as well as in finalizing and issuing the RA Decision to the requestor.

In FY 2022, the Disability Program Manager (DPM) continued to work with the ICE Office of Leadership and Career Development (OLCD) to ensure data will be collected regarding PWD and PWTB participation, and that all notifications/announcements contain information for requesting a reasonable accommodation.

B. CAREER DEVELOPMENT OPPORTUNITIES

Please describe the career development opportunities that the agency provides to its employees.

ICE offers training opportunities for employees via the DHS Performance and Learning Management System (PALMS) online portal. In addition to completing required training, this portal allows ICE employees to complete certification(s) and career development courses, which may lead to career advancement.

The ICE OLCD consists of the Leadership Development and Career Services (LDCS) Unit, the Strategic Initiatives and Support Services (SISS) Unit, and the Leadership Development Center (LDC) training facility. OLCD provides training for the ICE workforce that serves to enhance current skills, and build new skills, which may enhance opportunities for career advancement.

The LDC provides resident, virtual, and exported leadership and career development training to enhance the knowledge, skills, and abilities of all employees. The LDC supports professional development of all leader-levels of the Department of Homeland Security Leader Development Program framework to include a variety of services.

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Courses available via the LDC provides opportunities for employees to increase knowledge, skills and abilities leading to opportunities for career advancement. The Office of the Chief Information Officer (OCIO) Employee Development and Management Liaison coordinates the provision of career development training for employees throughout their division to enhance current skills, and build new skills, which may enhance opportunities for career advancement.

The Department of Homeland Security - Intelligence Training Academy coordinates the provision of career development training for employees throughout HSI to enhance current skills, and build new skills, which may enhance opportunities for career advancement.

The Department of Homeland Security - Intelligence Training Academy coordinates the provision of career development training for employees throughout the HSI Office of Intelligence to enhance current skills, and build new skills, which may enhance opportunities for career advancement.

In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

*****According to the OLCD several programs were not tracked in a system of record (PALMS or TMSS) due to staffing shortages. For example, the other career development programs (12,872) participants are tracked with numbers only from the virtual sessions, and not by name, as a result disability information was not captured. OLCD does not deny participants the opportunity to attend the programs not tracked by name.**

Career Development Opportunities	Total Participants		PWD		PWTD	
			ODCR		ODCR	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees(%)
Mentoring Programs						
Mentoring 4 Women	102	102				

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Mentoring First Line Supervisors	310	310				
Situational Mentoring	44	44				
Lead IHSC	42	42				
Main Program	149	149				
Coaching Programs						
Coaching	N/A	N/A				
Internal Coach	29	35				
Training Programs						
DHS - Naval Post Graduate School - Pacific Executive Leaders Program	0	0				
DHS - Missions Fellows Program	0	0				
Defense Civilian Emerging Leader Program (DCELP) - General and Flag Officer Executive Seminar	3	3				
DHS - Naval Postgraduate School - Center for Homeland Defense and Security Masters Degree Program	3	3				
Center for Homeland Defense and Security Emergence	3	3				

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Program – Summer/Fall						
Detail Programs						
Other Career Development Programs	6,038	6,038				
Supervisory Leadership Training Course	317	291	3.5%	3.4%	.9%	1%
Advanced Supervisory Leadership Training Course	174	174	3.4%	3.4%	.6%	.6%
Fundamentals of Mission Support Training Course	166	128	10.2%	11.7%	3.6%	2.3%
Instructor Development Course	146	146	11.6%	11.6%	.7%	.7%
Keystone Leadership Program	71	71	8.4%	8.4%	2.8%	2.8%
Team Member Leadership Development	100	100				
Leadership is Everyone’s Business	4	4				
Conflict Management	6	6				
Museum of Tolerance	75	75				
ICE SES Investiture	25	25				
Strengths Finder 2.0	3	3				

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Turn the Ship Around	8	8				
DiSC	4	4				
360 Leader	6	6				
Emotional Intelligence	6	6				
Resume Writing and Interview Skills Workshop	686	686				
Leading at the Speed of Trust	167	167				
Gettysburg	37	37	8.1%	8.1%	2.7%	2.7%
I-M90X TMSS	120	46	7.5%	13%	0	0

Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- a. Applicants (PWD) Yes No
- b. Selections (PWD) Yes No

Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- a. Applicants (PWTD) Yes No
- b. Selections (PWTD) Yes No

C. AWARDS

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1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

- | | | |
|-----------------------------------------|--------------------------------------|-------------------------------------|
| a. Awards, Bonuses, & Incentives (PWD) | Yes | <input checked="" type="radio"/> No |
| b. Awards, Bonuses, & Incentives (PWTD) | <input checked="" type="radio"/> Yes | No |

196 PWTD received **Cash Awards** out of a total of 15,820 which equals to 1.24%. However, the distribution of cash-awards for PWTD are consistent with the distribution of the total workforce.

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

- | | | |
|-------------------------|-----|-------------------------------------|
| a. Pay Increases (PWD) | Yes | <input checked="" type="radio"/> No |
| b. Pay Increases (PWTD) | Yes | <input checked="" type="radio"/> No |

No triggers identified.

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- | | | | |
|--------------------------------------|-----|----|--------------------------------------|
| a. Other Types of Recognition (PWD) | Yes | No | <input checked="" type="radio"/> N/A |
| b. Other Types of Recognition (PWTD) | Yes | No | <input checked="" type="radio"/> N/A |

PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Yes No N/A

ii. Internal Selections (PWD) Yes No

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Yes No N/A

ii. Internal Selections (PWD) Yes No N/A

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Yes No N/A

ii. Internal Selections (PWD) Yes No N/A

d. Grade GS-13

i. Qualified Internal Applicants (PWD) Yes No N/A

ii. Internal Selections (PWD) Yes No N/A

There is no triggers involving PWD among the internal selections to the senior grade levels however, no applicant flow data is available for the Qualified Internal Applicants (PWD).

2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWTD) Yes No N/A

ii. Internal Selections (PWTD) Yes No N/A

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- | | | | |
|-----------------------------------------|--------------------------------------|----|---------------------------|
| b. Grade GS-15 | | | |
| i. Qualified Internal Applicants (PWTD) | Yes | No | <input type="radio"/> N/A |
| ii. Internal Selections (PWTD) | <input checked="" type="radio"/> Yes | No | N/A |
| c. Grade GS-14 | | | |
| i. Qualified Internal Applicants (PWTD) | Yes | No | <input type="radio"/> N/A |
| ii. Internal Selections (PWTD) | <input checked="" type="radio"/> Yes | No | N/A |
| d. Grade GS-13 | | | |
| i. Qualified Internal Applicants (PWTD) | Yes | No | <input type="radio"/> N/A |
| ii. Internal Selections (PWTD) | <input checked="" type="radio"/> Yes | No | N/A |

Grade GS-15

- Qualified Internal Applicants (PWTD) no data provided.
- Internal Selections (PWT) .88%

Grade GS-14

- Qualified Internal Applicants (PWTD) no data provided.
- Internal Selections (PWTD) .76%

Grade GS-13

- Qualified Internal Applicants (PWTD) no data provided.
- Internal Selections (PWTD) 1.56%

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

- | | | |
|-----------------------------|-----|--------------------------|
| a. New Hires to SES (PWD) | Yes | <input type="radio"/> No |
| b. New Hires to GS-15(PWD) | Yes | <input type="radio"/> No |
| c. New Hires to GS-14 (PWD) | Yes | <input type="radio"/> No |
| d. New Hires to GS-13(PWD) | Yes | <input type="radio"/> No |

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4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

- | | | |
|------------------------------|-----|--------------------------|
| a. New Hires to SES (PWTD) | Yes | <input type="radio"/> No |
| b. New Hires to GS-15 (PWTD) | Yes | <input type="radio"/> No |
| c. New Hires to GS-14 (PWTD) | Yes | <input type="radio"/> No |
| d. New Hires to GS-13 (PWTD) | Yes | <input type="radio"/> No |

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- | | | |
|----------------------------------------|-----|------------------------------|
| a. Executives | | |
| i. Qualified Internal Applicants (PWD) | Yes | No <input type="radio"/> N/A |
| ii. Internal Selections (PWD) | Yes | No <input type="radio"/> N/A |
| b. Managers | | |
| i. Qualified Internal Applicants (PWD) | Yes | No <input type="radio"/> N/A |
| ii. Internal Selections (PWD) | Yes | No <input type="radio"/> N/A |
| c. Supervisors | | |
| i. Qualified Internal Applicants (PWD) | Yes | No <input type="radio"/> N/A |
| ii. Internal Selections (PWD) | Yes | No <input type="radio"/> N/A |

There is no data available currently in order to make an accurate assessment in this section.

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6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

a. Executives

- | | | | |
|-----------------------------------------|-----|----|---------------------------|
| i. Qualified Internal Applicants (PWTD) | Yes | No | <input type="radio"/> N/A |
| ii. Internal Selections (PWTD) | Yes | No | <input type="radio"/> N/A |

b. Managers

- | | | | |
|-----------------------------------------|-----|----|---------------------------|
| i. Qualified Internal Applicants (PWTD) | Yes | No | <input type="radio"/> N/A |
| ii. Internal Selections (PWTD) | Yes | No | <input type="radio"/> N/A |

c. Supervisors

- | | | | |
|-----------------------------------------|-----|----|---------------------------|
| i. Qualified Internal Applicants (PWTD) | Yes | No | <input type="radio"/> N/A |
| ii. Internal Selections (PWTD) | Yes | No | <input type="radio"/> N/A |

There is no data available currently in order to make an accurate assessment in this section.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- | | | | |
|------------------------------------|-----|----|---------------------------|
| a. New Hires for Executives (PWD) | Yes | No | <input type="radio"/> N/A |
| b. New Hires for Managers (PWD) | Yes | No | <input type="radio"/> N/A |
| c. New Hires for Supervisors (PWD) | Yes | No | <input type="radio"/> N/A |

There is no data available currently in order to make an accurate assessment in this section.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- | | | | |
|-------------------------------------|-----|----|---------------------------|
| a. New Hires for Executives (PWTD) | Yes | No | <input type="radio"/> N/A |
| b. New Hires for Managers (PWTD) | Yes | No | <input type="radio"/> N/A |
| c. New Hires for Supervisors (PWTD) | Yes | No | <input type="radio"/> N/A |

There is no data available currently in order to make an accurate assessment in this section.

Section V: Plan to Improve Retention of Persons with Disabilities

To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Yes

No

During FY 2022, 3 of 3, eligible Schedule A employees were converted into the competitive service. All Schedule A employees, who were eligible for conversion to competitive service in FY 2020 and FY 2021, were converted by OHC during FY 2022.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD)

Yes

No

b. Involuntary Separations (PWD)

Yes

No

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Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

Voluntary Separations (PWTD)	Yes	<input checked="" type="radio"/> No
Involuntary Separations (PWTD)	Yes	<input checked="" type="radio"/> No

3. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

No tiggers were identified.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

A notice of employees’ and applicants’ rights under Section 508 appears at: <https://www.ice.gov/doclib/about/offices/dcr/pdf/noticeOfRightsABA.pdf>

2. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under the Architectural Barriers Act, including a description of how to file a complaint.

A notice of employees’ and applicants’ rights under the Architectural Barriers Act appears at: <https://www.ice.gov/doclib/about/offices/dcr/pdf/noticeOfRightsABA.pdf>

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3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

There were no programs, policies, or practices in place outside of what DHS or ICE provides within vacancy announcements posted on USAJOBS.gov and New Employee Orientation.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

During FY 2022, the ICE Reasonable Accommodations team staffing declined by 66.67%. As a result of losing staff members, case processing days increased significantly from 30 business days to an average of 69 business days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

In FY 2022, the DPM provided standardized reasonable accommodation and workplace flexibility training to managers, supervisors and employees.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing

requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

ICE has had no requests for PAS in FY 2022. New PAS policy/procedures is being developed by the new DPM and OPLA. All PAS requests will be processed by the DPM to include tracking.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Yes

No

N/A

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Yes

No

N/A

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

There were 2 settlement agreements and 1 finding of discrimination.

Corrective measures for the finding of discrimination included the following:

- Compensatory damages (amount unspecified at this time)
- Attorney's fees and cost (amount unspecified at this time)
- Disciplinary Action
- Post Notice of Finding of Discrimination
- EEO Training for Management Officials

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Yes

No

N/A

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2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Yes No N/A

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

There were 2 settlement agreements and 1 finding of discrimination.

Corrective measures for the finding of discrimination included the following:

- Compensatory damages (amount unspecified at this time)
- Attorney's fees and cost (amount unspecified at this time)
- Disciplinary Action
- Post Notice of Finding of Discrimination
- EEO Training for Management Officials

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Yes No

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Yes No

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

ICE ODCR plans to utilize contracts to conduct barrier analysis for IWD/IWTD during FY 2023, which will allow the assistance in conducting further analysis of potential triggers if any triggers are identified during the reporting period.

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4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

MODIFICATION: The FY 2020 planned activities were modified to allow for the restructuring of the Disability and RA program due to the vaccine mandate requirements, the enormous backlog of RA cases and untimely departure of the entire team. As a result, the modification will include the following:

- Hiring a new Disability Program Manager – FY 2022
- Hiring (2) Reasonable Accommodation Coordinators – FY 2023
- Conduct an assessment of the entire Disability Program – FY 2023
- Conduct barrier analysis of identified triggers – FY 2023

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

N/A

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

N/A

FY 2022 Supplemental Part J - Disability Internship Program Summary

#	Date of Hire	Program/Organization (WRP, OWF, MITRE, or Other) If Other, please specify source/program:	Type of Employment (Temp, Perm, Unfunded)	Grade	Major Occupational Category	Date Separated
1	10/18/2021	OWF	Unfunded (internship)	N/A	0301; Mission Support Specialist	4/20/2022 - Separated from service
2	1/31/2022	OWF	Unfunded (internship)	N/A	0301; Mission Support Specialist	6/3/2022 - Separated from service
3	6/6/2022	OWF	Unfunded (internship)	N/A	0301; Mission Support Specialist	9/30/2022 - Separated from service
4	2/1/2022	OWF	Unfunded (internship)	N/A	0301; Mission Support Specialist	4/29/2022 - Separated from service
5	4/18/2022	OWF	Unfunded (internship)	N/A	0301; Mission Support Specialist	6/22/2022 - Separated from service
6	1/18/2022	OWF	Unfunded (internship)	N/A	0301; Mission Support Specialist	4/25/2022 - Separated from service
7	5/15/2022	OWF	Unfunded (internship)	N/A	0301; Mission Support Specialist	9/30/2022 - Separated from service
8	5/15/2022	OWF	Unfunded (internship)	N/A	0301; Mission Support Specialist	9/13/2022 - Currently a contractor with ICE
9	6/20/2022	OWF	Unfunded (internship)	N/A	0343; Management and Program Analyst	11/30/2022 - Separated from service; Currently employed with ICE EOD 1/1/2023
10	8/29/2022	OWF	Unfunded (internship)	N/A	0301; Mission Support Specialist	Currently employed
11	9/6/2022	OWF	Unfunded (internship)	N/A	0301; Mission Support Specialist	Currently employed
12	9/11/2022	HERO	Funded (internship)	GS-5/7	1801; Computer Forensic Analyst	Currently employed
13	9/11/2022	HERO	Funded (internship)	GS-5/7	1801; Computer Forensic Analyst	Currently employed
14	9/11/2022	HERO	Funded (internship)	GS-5/7	1801; Computer Forensic Analyst	Currently employed
15	9/11/2022	HERO	Funded (internship)	GS-5/7	1801; Computer Forensic Analyst	Currently employed
16	9/11/2022	HERO	Funded (internship)	GS-5/7	1801; Computer Forensic Analyst	Currently employed
17	9/11/2022	HERO	Funded (internship)	GS-5/7	1801; Computer Forensic Analyst	Currently employed
18	9/11/2022	HERO	Funded (internship)	GS-5/7	1801; Computer Forensic Analyst	Currently employed

FY 2022 Supplemental Part J - Disability Training Summary
FY 2022 Management and Human Capital Professionals Disability Training Programs

	Date Completed	Description of Training Course	Managers/Supervisors Trained		Human Capital or EEO Professionals Trained	
			Total Number	Total Percent	Total Number	Total Percent
1	FY 22 - Mixed	Supervisory Leadership Training	14	4%		
2	FY 22 - Mixed	ODCR Advance Supervisory Leadership Training	8	4.62%		
3	17-Feb-22	ODCR Fundamentals of Mission Support Training	6	14.29%		
4	28-Apr-22	ODCR Fundamentals of Mission Support Training	4	9.76%		
5	30-Jun-22	ODCR Fundamentals of Mission Support Training	8	17.78%		
6	25-Aug-22	ODCR Gettysburg	1	5.26%		
7	26-Aug-22	ODCR Gettysburg	3	16.67%		
8	FY 22 - Mixed	ODCR LDC-IDC	18	12.24%		
9	22-Apr-22	ODCR Keystone Training	2	8.70%		
10	13-May-22	ODCR Keystone Training	1	4.35%		
11	22-Jul-22	ODCR Keystone Training	5	20.00%		
12	FY 22 - Mixed	ODCR L-M90X TMSS	9	7.50%		
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FY 2022 Supplemental Part J - Reasonable Accommodation Report

	Component	Applicant, Employee, or Contractor	Occupational Series	Grade	Reasonable Accommodation or Personal Assistance Service as an Affirmative Obligation (AO)	Description of Reasonable Accommodation or PAS Requested	Total number of days to process request	Total Cost (\$)
sample	HQ	Employee	260	14	Reasonable Accommodation	ASL Interpreter for meetings	5	\$ 2,500.00
1	OD	Contractor	*	*	Reasonable Accommodation	Equipment	3	\$ 721.77
2	OPLA	Employee	905	14	Reasonable Accommodation	Telework	173	
3	ERO	Employee	1801	9	Reasonable Accommodation	Ergonomic Equipment	41	\$ 12.95
4	OPLA	Employee	905	14	Reasonable Accommodation	Telework	139	
5	ERO	Employee	1801	12	Reasonable Accommodation	Telework	63	
6	OPLA	Employee	905	14	Reasonable Accommodation	Telework	135	
7	ERO	Employee	1801	14	Reasonable Accommodation	Telework	135	
8	HSI	Employee	511	13	Reasonable Accommodation	Telework	44	
9	ERO	Employee	301	12	Reasonable Accommodation	Telework	166	
10	ERO	Employee	1801	12	Reasonable Accommodation	Equipment	159	\$ 1,063.53
11	ERO	Employee	1801	15	Reasonable Accommodation	Telework	141	
12	ERO	Employee	1801	13	Personal Assistance Service (AO)	Interpreting Services/ Interview	37	
13	OD	Employee	905	14	Reasonable Accommodation	Telework	33	
14	ERO	Employee	301	11	Reasonable Accommodation	Private Office	140	
15	HSI	Employee	1811	13	Reasonable Accommodation	Telework	122	
16	ERO	Employee	1801	12	Reasonable Accommodation	Telework	118	
17	ERO	Employee	1801	12	Reasonable Accommodation	Telework	*	
18	M&A	Employee	340	15	Reasonable Accommodation	Reassignment	*	
19	ERO	Employee	1802	8	Reasonable Accommodation	Job Duty Modifications, Lift Restrictions, Additional RAM	200	
20	ERO	Employee	1802	5	Reasonable Accommodation	Ergonomic equipment	206	\$ 721.77
21	OPLA	Employee	905	15	Reasonable Accommodation	Telework	196	
22	OPLA	Employee	905	14	Reasonable Accommodation	Telework	193	
23	ERO	Employee	301	13	Reasonable Accommodation	Schedule Adjustment , Flexible duty hours, Reduced Distractions , Telework , Doctor Appointment/Medical Treatment	196	
24	OPLA	Employee	905	14	Reasonable Accommodation	Equipment, Docking Station	218	\$ 879.99
25	HSI	Employee	1811	14	Reasonable Accommodation	Medical equipment	212	\$ 400.00
26	HSI	Employee	1811	*	Reasonable Accommodation	Ergonomic equipment	209	\$ 2,189.41
27	ERO	Employee	1801	12	Reasonable Accommodation	Ergonomic equipment	198	\$ 93.85
28	ERO	Employee	1801	12	Reasonable Accommodation	Ergonomic equipment	195	\$ 701.00
29	ERO	Employee	1801	12	Reasonable Accommodation	Telework	190	
30	ERO	Employee	1801	12	Reasonable Accommodation	Ergonomic equipment	182	\$ 129.95
31	ERO	Employee	1801	12	Reasonable Accommodation	Telework	151	

32	OPLA	Employee	905	14	Reasonable Accommodation	Telework	150	
33	HSI	Employee	301	11	Reasonable Accommodation	Telework	133	
34	ERO	Employee	1801	11	Reasonable Accommodation	Telework	31	
35	OPLA	Employee	18	8	Reasonable Accommodation	Telework	218	
36	ERO	Employee	1801	14	Reasonable Accommodation	Telework	210	
37	ERO	Employee	1801	12	Reasonable Accommodation	Ergonomic equipment	143	\$ 1,026.06
38	M&A	Employee	18	9	Reasonable Accommodation	Telework	126	
39	ERO	Employee	1801	12	Reasonable Accommodation	Telework	121	
40	ERO	Employee	1801	12	Reasonable Accommodation	Ergonomic Keyboard	93	\$ 59.99
41	OPLA	Employee	905	15	Reasonable Accommodation	Service dog	84	
42	ERO	Employee	1801	13	Reasonable Accommodation	Ergonomic equipment	225	\$ 1,349.99
43	HSI	Employee	132	13	Reasonable Accommodation	Telework	184	
44	ERO	Employee	301	9	Reasonable Accommodation	Telework	146	
45	HSI	Employee	301	11	Personal Assistance Service (AO)	Service Animal	105	
46	HSI	Employee	301	11	Personal Assistance Service (AO)	Service Animal	85	
47	HSI	Employee	132	14	Reasonable Accommodation	Parking	82	
48	M&A	Employee	301	12	Reasonable Accommodation	Telework-RA	70	
49	HSI	Employee	132	13	Reasonable Accommodation	Equipment, Desk Riser/Back Support	76	\$ 540.00
50	HSI	Employee	343	14	Reasonable Accommodation	Telework	85	
51	OPLA	Employee	905	11	Reasonable Accommodation	Additional Computer	113	\$ 500.00
52	HSI	Employee	132	11	Reasonable Accommodation	Policy Exception	175	
53	ERO	Employee	1801	12	Reasonable Accommodation	Telework	205	
54	HSI	Employee	132	14	Reasonable Accommodation	Schedule Adjustment	190	
55	ERO	Employee	1801	13	Reasonable Accommodation	Vehicle modification	114	
56	M&A	Employee	501	14	Reasonable Accommodation	Telework	*	
57	ERO	Employee	1801	12	Reasonable Accommodation	Sit-Stand Desk/Equipment	*	\$ 187.00
58	OPLA	Employee	905	15	Reasonable Accommodation	Adjustable Height Desk, Ergonomic Chair, Ergonomic Desk	83	\$ 194.99
59	M&A	Employee	201	7	Reasonable Accommodation	Telework 100%	100	
60	OPLA	Employee	905	14	Reasonable Accommodation	Telework	105	
61	OPLA	Employee	905	14	Reasonable Accommodation	(equipment) continued use of equipment	106	\$ 129.99
62	ERO	Employee	1801	12	Reasonable Accommodation	Deny's management right to assign work	118	
63	ERO	Employee	1801	12	Reasonable Accommodation	Telework , Job Duty Modification , Chemical sensitivities to cleaning products, cologne, air fresheners, and scented wax, Frequent breaks, Allergies	228	
64	ERO	Employee	1801	12	Reasonable Accommodation	Job Duty Modification	230	
65	ERO	Employee	1801	14	Reasonable Accommodation	Teleworkf or medical reasons	*	
66	OPR	Employee	301	14	Reasonable Accommodation	Remove essential job functions	85	
67	ERO	Employee	1801	12	Reasonable Accommodation	Ergonomic equipment	176	\$ 43.29
68	ERO	Employee	1801	12	Reasonable Accommodation	Telework	133	

69	ERO	Employee	1801	12	Reasonable Accommodation	Test in a separate room	104	
70	M&A	Employee	301	12	Reasonable Accommodation	Telework	105	
71	ERO	Employee	301	14	Reasonable Accommodation	Telework	105	
72	HSI	Employee	301	13	Reasonable Accommodation	Telework	104	
73	ERO	Employee	301	11	Reasonable Accommodation	Telework	244	
74	ERO	Employee	1801	12	Reasonable Accommodation	Telework	228	
75	ERO	Employee	1801	12	Reasonable Accommodation	Doctor Appointment/Medical Treatment, Leave, Extended Time	142	
76	ERO	Employee	1801	12	Reasonable Accommodation	Telework	134	
77	ERO	Employee	1801	12	Reasonable Accommodation	Sit/stand desk	97	\$ 194.99
78	OPLA	Employee	950	11	Reasonable Accommodation	Telework	123	
79	ERO	Employee	1801	11	Reasonable Accommodation	Telework	110	
80	OPLA	Employee	986	7	Reasonable Accommodation	Telework/ Schedule Adjustment	108	
81	ERO	Employee	1801	11	Reasonable Accommodation	Telework	106	
82	HSI	Employee	132	13	Reasonable Accommodation	Equipment	65	\$ 324.99
83	ERO	Employee	301	12	Reasonable Accommodation	Telework	100	
84	ERO	Employee	1801	11	Reasonable Accommodation	Telework	80	
85	ERO	Employee	1801	11	Reasonable Accommodation	Adjustable Height Desk	17	\$ 294.50
86	ERO	Employee	1801	12	Reasonable Accommodation	Telework 100%	102	
87	ERO	Employee	1802	8	Reasonable Accommodation	Telework 100%	113	
88	ERO	Employee	1801	11	Reasonable Accommodation	Telework (laptop; incorrect)	107	
89	HSI	Employee	132	13	Reasonable Accommodation	Telework	121	
90	ERO	Employee	1802	8	Reasonable Accommodation	Equipment	121	\$ 94.98
91	HSI	Employee	343	14	Reasonable Accommodation	Equipment/Parking	116	
92	ERO	Employee	1801	13	Reasonable Accommodation	Back Support	109	\$ 694.98
93	ERO	Employee	1801	9	Reasonable Accommodation	Equipment	105	\$ 184.55
94	ERO	Employee	1801	11	Reasonable Accommodation	Telework	103	
95	ERO	Employee	1802	8	Reasonable Accommodation	Equipment/ Cook own food	101	
96	ERO	Employee	1801	11	Reasonable Accommodation	Telework	93	
97	ERO	Employee	1801	11	Reasonable Accommodation	Telework	86	
98	ERO	Employee	1801	12	Reasonable Accommodation	Private Office	58	
99	HSI	Employee	1801	13	Reasonable Accommodation	Telework 100%	52	
100	OPLA	Employee	986	7	Reasonable Accommodation	Lift Restrictions	17	
101	ERO	Employee	1801	11	Reasonable Accommodation	Laptop (Telework)	14	
102	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception	8	
103	ERO	Employee	1802	11	Reasonable Accommodation	Reassignment	3	
104	ERO	Employee	343	14	Reasonable Accommodation	Telework	151	
105	HSI	Employee	1801	13	Reasonable Accommodation	Parking	148	
106	ERO	Employee	1801	11	Reasonable Accommodation	Telework	124	
107	ERO	Employee	1801	7	Reasonable Accommodation	Back Support	118	\$ 254.99
108	HSI	Employee	132	13	Reasonable Accommodation	100% Telework	71	
109	ERO	Employee	343	14	Reasonable Accommodation	Parking	58	
110	OPLA	Employee	986	7	Reasonable Accommodation	Ergonomic Chair	23	
111	ERO	Employee	301	13	Reasonable Accommodation	Reassignment, Leave	44	
112	OPR	Employee	132	12	Reasonable Accommodation	Ergonomic equipment	195	

113	ERO	Employee	1801	15	Reasonable Accommodation	Allergies	160	
114	ERO	Employee	343	14	Reasonable Accommodation	Telework	152	
115	ERO	Employee	343	14	Reasonable Accommodation	Telework	154	
116	HSI	Employee	1801	9	Personal Assistance Service (AO)	Service Animal	71	
117	OPLA	Employee	343	13	Reasonable Accommodation	Telework (temporary)	150	
118	ERO	Employee	1801	12	Reasonable Accommodation	Telework (temporary)	149	
119	ERO	Employee	1801	15	Reasonable Accommodation	Allergies	141	
120	HSI	Employee	132	13	Reasonable Accommodation	Telework	119	
121	HSI	Employee	230	13	Reasonable Accommodation	Telework/ Remove Essential job functions	107	
122	ERO	Employee	301	12	Reasonable Accommodation	Equipment	91	
123	M&A	Employee	301	13	Reasonable Accommodation	Telework	80	
124	OPLA	Employee	905	15	Reasonable Accommodation	Ergonomic Chair, Cushioned Floor Mat, Ergonomic Assessment, Electric sit to stand Desk	211	
125	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception , Private office, Job Duty Modification , Ergonomic Assessment, Reduced Distractions	203	
126	ERO	Employee	1802	8	Reasonable Accommodation	Telework	200	
127	ERO	Employee	1801	12	Reasonable Accommodation	Telework	175	
128	ERO	Employee	1801	12	Reasonable Accommodation	Telework	162	
129	OPLA	Employee	905	14	Reasonable Accommodation	Telework	161	
130	ERO	Employee	1801	8	Reasonable Accommodation	Flexible duty hours	160	
131	ERO	Employee	1801	12	Reasonable Accommodation	Telework	159	
132	ERO	Employee	1801	12	Reasonable Accommodation	Telework	154	
133	HSI	Employee	1801	13	Reasonable Accommodation	Telework	148	
134	HSI	Employee	132	13	Reasonable Accommodation	Telework	146	
135	ERO	Employee	1801	11	Reasonable Accommodation	Telework	142	
136	OPLA	Employee	905	15	Reasonable Accommodation	Tekework ,Equipment	107	
137	M&A	Employee	301	13	Reasonable Accommodation	Telework	104	
138	OPLA	Employee	905	14	Reasonable Accommodation	Telework 100%	159	
139	HSI	Employee	301	13	Reasonable Accommodation	Telework	181	
140	OPLA	Employee	905	14	Reasonable Accommodation	Telework	165	
141	HSI	Employee	1811	13	Reasonable Accommodation	Ergonomic equipment	225	
142	HSI	Employee	1811	13	Reasonable Accommodation	Doctor Appointment/Medical Treatment, Leave , Telework: 100%, Flexible duty hours, Policy Exception	288	
143	ERO	Employee	343	12	Reasonable Accommodation	Accessible Parking Permit	143	
144	HSI	Employee	1811	12	Reasonable Accommodation	Transfer, Relocation due to Medical	*	
145	HSI	Employee	1811	13	Reasonable Accommodation	Job Duty Modification	*	
146	ERO	Employee	301	13	Reasonable Accommodation	Telework	*	
147	OPR	Employee	80	12	Reasonable Accommodation	Telework	*	
148	M&A	Employee	343	12	Reasonable Accommodation	Telework	*	

149	M&A	Employee	1102	13	Reasonable Accommodation	Telework due to underlying health conditions	*	
150	HSI	Employee	343	14	Reasonable Accommodation	Telework 100%, Ergonomic Chair	*	
151	HSI	Employee	343	13	Reasonable Accommodation	Telework for medical reasons	*	
152	ERO	Employee	1801	13	Reasonable Accommodation	Telework	*	
153	HSI	Employee	343	14	Reasonable Accommodation	Telework for medical reasons	*	
154	OD	Employee	301	11	Reasonable Accommodation	Cushioned Floor Mat, Dragon Naturally Speaking Professional, Computer Headset, Desktop all-in-one printer, Adjustable Height Desk	188	
155	OPLA	Employee	901	14	Reasonable Accommodation	Telework	160	
156	OPLA	Employee	905	14	Reasonable Accommodation	Telework	159	
157	ERO	Employee	1801	12	Reasonable Accommodation	Remote	96	
158	ERO	Employee	1801	12	Reasonable Accommodation	Telework	183	
159	HSI	Employee	132	13	Reasonable Accommodation	Telework 100%	85	
160	ERO	Employee	1801	12	Reasonable Accommodation	Telework	64	
161	HSI	Employee	132	13	Reasonable Accommodation	Telework	37	
162	OPR	Employee	1801	13	Reasonable Accommodation	Jod Duty Modification	189	
163	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception	*	
164	ERO	Employee	301	12	Reasonable Accommodation	COVID-19 Vaccine Exemption (for MEDICAL reasons)	*	
165	ERO	Employee	1802	8	Reasonable Accommodation	Telework	*	
166	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception	*	
167	ERO	Employee	1802	8	Reasonable Accommodation	Remote or Telework	*	
168	ERO	Employee	1801	9	Reasonable Accommodation	Remote	*	
169	ERO	Employee	1801	12	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons)	*	
170	HSI	Employee	301	12	Reasonable Accommodation	Telework	*	
171	ERO	Employee	301	14	Personal Assistance Service (AO)	Service Animal	43	
172	ERO	Employee	1802	8	Reasonable Accommodation	Telework	119	
173	HSI	Employee	132	13	Reasonable Accommodation	Telework	197	
174	ERO	Employee	343	14	Reasonable Accommodation	Telework for medical reasons	205	
175	M&A	Employee	510	14	Reasonable Accommodation	Telework	212	
176	HSI	Employee	1801	13	Personal Assistance Service (AO)	Service Animal	15	
177	ERO	Employee	1801	12	Reasonable Accommodation	Leave	6	
178	*	Applicant	*	*	Reasonable Accommodation	Interview questions in advance	0	
179	*	Applicant	*	*	Reasonable Accommodation	*	1	
180	*	Employee	*	*	Reasonable Accommodation	Ergonomic equipment	42	
181	*	Applicant	*	*	Reasonable Accommodation	Telework	6	
182	HSI	Employee	132	14	Reasonable Accommodation	Telework		
183	ERO	Employee	1801	12	Reasonable Accommodation	Jod Duty Modification		
184	ERO	Employee	301	12	Reasonable Accommodation	Telework		
185	HSI	Employee	301	12	Reasonable Accommodation	Telework		

						Telework, Allergies, Chemical Sensitivities to cleaning products, clogne, air fresheners and scented wax, Frequent Breaks, Job Duty Modification	
186	ERO	Employee	1801	12	Reasonable Accommodation		
187	ERO	Employee	301	13	Reasonable Accommodation	Telework; Ability to Cook Own Food at Training	
188	ERO	Employee	1801	12	Reasonable Accommodation	Transfer	
189	OPLA	Employee	905	14	Reasonable Accommodation	Telework	
190	HSI	Employee	1801	13	Reasonable Accommodation	Telework/Reassignment	
191	ERO	Employee	343	14	Reasonable Accommodation	Telework	
192	ERO	Employee	301	15	Reasonable Accommodation	Telework	
193	ERO	Employee	1801	12	Reasonable Accommodation	Telework	
194	OPLA	Employee	905	14	Reasonable Accommodation	Telework	
195	OPLA	Employee	905	14	Reasonable Accommodation	Telework	
196	OPLA	Employee	905	14	Reasonable Accommodation	Telework	
197	HSI	Employee	1811	11	Reasonable Accommodation	Policy Exception	
198	ERO	Employee	1801	11	Reasonable Accommodation	Schedule Adjustement , Telework	
199	OPLA	Employee	986	7	Reasonable Accommodation	Telework	
200	ERO	Employee	1801	11	Reasonable Accommodation	Telework 100%	
201	ERO	Employee	1802	8	Reasonable Accommodation	Telework 100%	
202	OPLA	Employee	905	15	Reasonable Accommodation	Telework	
203	OPLA	Employee	986	7	Reasonable Accommodation	Telework	
204	ERO	Employee	1801	11	Reasonable Accommodation	Telework 100%	
205	ERO	Employee	1801	11	Reasonable Accommodation	Telework 100%	
206	HSI	Employee	1811	11	Reasonable Accommodation	Training	
207	HSI	Employee	343	14	Reasonable Accommodation	Telework 100%	
208	HSI	Employee	132	15	Reasonable Accommodation	Telework	
209	ERO	Employee	1801	12	Reasonable Accommodation	Telework 100%	
210	OPR	Employee	80	12	Reasonable Accommodation	Policy Exception/Telework	
211	ERO	Employee	1801	12	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons), Telework	
212	ERO	Employee	1801	15	Reasonable Accommodation	Test in a separate room	
213	HSI	Employee	1811	13	Reasonable Accommodation	Allergies	
214	ERO	Employee	1801	12	Reasonable Accommodation	Job Duty Modification	
215	ERO	Employee	1801	12	Reasonable Accommodation	Allergies	
216	ERO	Employee	1801	11	Reasonable Accommodation	Telework	
217	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception	
218	OPLA	Employee	905	14	Reasonable Accommodation	Telework	
219	ERO	Employee	1801	11	Reasonable Accommodation	Allergies	
220	OPLA	Employee	950	12	Reasonable Accommodation	Telework	
221	OPLA	Employee	905	14	Reasonable Accommodation	Telework	
222	ERO	Employee	1801	11	Reasonable Accommodation	Telework	
223	ERO	Employee	1801	11	Reasonable Accommodation	Telework	
224	ERO	Employee	1801	11	Reasonable Accommodation	Telework	

225	ERO	Employee	1801	12	Reasonable Accommodation	Telework 100%		
226	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
227	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
228	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
229	HSI	Employee	132	13	Reasonable Accommodation	Telework		
230	OPLA	Employee	905	14	Reasonable Accommodation	Job Modification		
231	OPLA	Employee	905	14	Reasonable Accommodation	Telework, Flexible duty hours, Policy Exception, Job Duty Modification, Telework 100%		
232	OPLA	Employee	905	14	Reasonable Accommodation	Policy Exception		
233	OPLA	Employee	905	14	Reasonable Accommodation	Policy Exception		
234	ERO	Employee	1801	11	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons)		
235	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
236	ERO	Employee	1801	12	Reasonable Accommodation	Telework		
237	HSI	Employee	343	13	Reasonable Accommodation	Telework		
238	HSI	Employee	1801	13	Reasonable Accommodation	Reassignment/transfer		
239	ERO	Employee	1801	11	Reasonable Accommodation	Telework		
240	HSI	Employee	132	13	Reasonable Accommodation	Telework		
241	ERO	Employee	1802	8	Reasonable Accommodation	Telework		
242	HSI	Employee	1801	12	Reasonable Accommodation	COVID-19 Vaccine Exemption (for MEDICAL reasons)		
243	OPLA	Employee	905	14	Reasonable Accommodation	Telework		
244	ERO	Employee	1801	12	Reasonable Accommodation	Telework, Job Duty Modification		
245	ERO	Employee	1801	11	Reasonable Accommodation	Telework		
246	ERO	Employee	1801	11	Reasonable Accommodation	Telework		
247	HSI	Employee	1811	13	Reasonable Accommodation	Policy Exception		
248	M&A	Employee	343	13	Reasonable Accommodation	Telework		
249	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
250	ERO	Employee	1801	12	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons)		
251	ERO	Employee	1802	5	Reasonable Accommodation	Policy Exception		
252	OPLA	Employee	905	14	Reasonable Accommodation	Telework		
253	ERO	Employee	1801	9	Reasonable Accommodation	Policy Exception		
254	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
255	ERO	Employee	1801	11	Reasonable Accommodation	Telework		
256	OD	Employee	343	14	Reasonable Accommodation	Parking		
257	OPLA	Employee	905	15	Reasonable Accommodation	Telework		
258	HSI	Employee	1811	13	Reasonable Accommodation	Doctor appointment/Medical Treatment		
259	ERO	Employee	1802	9	Reasonable Accommodation	Telework		
260	HSI	Employee	1801	13	Reasonable Accommodation	Telework		
261	M&A	Employee	343	13	Reasonable Accommodation	Telework		
262	M&A	Employee	525	7	Reasonable Accommodation	Telework		
263	ERO	Employee	1801	13	Reasonable Accommodation	Policy Exception		

264	HSI	Employee	132	13	Reasonable Accommodation	Telework		
265	OPLA	Employee	905	14	Reasonable Accommodation	Remove essential job functions		
266	HSI	Employee	343	14	Reasonable Accommodation	Telework		
267	ERO	Employee	1801	12	Reasonable Accommodation	Telework/Flexible Duty Hours		
268	ERO	Employee	301	9	Reasonable Accommodation	Service Dog		
269	ERO	Employee	1802	11	Reasonable Accommodation	Telework		
270	HSI	Employee	132	14	Reasonable Accommodation	Schedule Adjustment		
271	HSI	Employee	132	13	Reasonable Accommodation	Telework		
272	ERO	Employee	1801	7	Reasonable Accommodation	Policy Exception		
273	OPLA	Employee	905	15	Reasonable Accommodation	Policy Exception		
274	OPLA	Employee	343	13	Reasonable Accommodation	Telework		
275	ERO	Employee	1801	12	Reasonable Accommodation	Telework		
276	HSI	Employee	132	13	Reasonable Accommodation	Telework		
277	HSI	Employee	343	14	Reasonable Accommodation	Telework		
278	HSI	Employee	343	12	Reasonable Accommodation	Telework		
279	HSI	Employee	132	13	Reasonable Accommodation	Telework		
280	HSI	Employee	301	13	Reasonable Accommodation	Policy Exception		
281	M&A	Employee	950	12	Reasonable Accommodation	Accesible Parking permit/ Equipment		
282	OPLA	Employee	905	14	Reasonable Accommodation	Telework/ Equipment		
283	HSI	Employee	1801	13	Reasonable Accommodation	Telework		
284	HSI	Employee	1811	13	Reasonable Accommodation	Policy Exception		
285	OPLA	Employee	905	14	Reasonable Accommodation	Telework		
286	ERO	Employee	1802	8	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons)		
287	OPLA	Employee	905	14	Reasonable Accommodation	Telework		
288	ERO	Employee	1801	9	Reasonable Accommodation	Telework		
289	M&A	Employee	2210	12	Reasonable Accommodation	Telework		
290	ERO	Employee	1801	11	Reasonable Accommodation	Telework		
291	ERO	Employee	1801	11	Reasonable Accommodation	Telework, Policy Exception		
292	ERO	Employee	1802	8	Reasonable Accommodation	Telework		
293	OPLA	Employee	905	14	Reasonable Accommodation	Telework		
294	ERO	Employee	301	12	Reasonable Accommodation	Policy Exception, COVID-19 Vaccine Exemption (for RELIGIOUS reasons)		
295	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
296	HSI	Employee	132	13	Reasonable Accommodation	Telework/ change duty stations		
297	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
298	ERO	Employee	301	11	Reasonable Accommodation	Telework		
299	ERO	Employee	1802	8	Reasonable Accommodation	Remote		
300	ERO	Employee	1801	12	Reasonable Accommodation	Telework		
301	OPLA	Employee	905	14	Reasonable Accommodation	Job Duty Modification		
302	HSI	Employee	326	7	Reasonable Accommodation	Schedule Adjustment		
303	ERO	Employee	1801	12	Reasonable Accommodation	Telework		
304	HSI	Employee	301	11	Reasonable Accommodation	Telework		

305	HSI	Employee	132	13	Reasonable Accommodation	Telework		
306	HSI	Employee	301	13	Reasonable Accommodation	Telework / Parking		
307	HSI	Employee	1811	14	Reasonable Accommodation	Telework		
308	HSI	Employee	1802	7	Reasonable Accommodation	Equipment/ Telework		
309	M&A	Employee	510	11	Reasonable Accommodation	Telework		
310	ERO	Employee	1801	12	Reasonable Accommodation	Remote		
311	HSI	Employee	301	13	Reasonable Accommodation	Telework		
312	M&A	Employee	343	13	Reasonable Accommodation	Telework		
313	HSI	Employee	318	7	Reasonable Accommodation	Equipment		
314	ERO	Employee	1801	12	Reasonable Accommodation	Telework		
315	M&A	Employee	560	13	Reasonable Accommodation	Telework/ Equipment		
316	ERO	Employee	343	14	Reasonable Accommodation	Telework		
317	HSI	Employee	1811	13	Reasonable Accommodation	Policy Exception		
318	M&A	Employee	501	14	Reasonable Accommodation	Telework		
319	M&A	Employee	501	11	Reasonable Accommodation	Telework/ Equipment		
320	HSI	Employee	343	14	Reasonable Accommodation	Telework		
321	M&A	Employee	2210	14	Reasonable Accommodation	Telework/ Services		
322	OPLA	Employee	905	14	Reasonable Accommodation	Remove Essential Job Functions		
323	ERO	Employee	1802	8	Reasonable Accommodation	Telework		
324	HSI	Employee	132	13	Reasonable Accommodation	100% Telework, Flexible Duty Hours ,Parking		
325	OPLA	Employee	343	14	Reasonable Accommodation	Telework		
326	ERO	Employee	1802	5	Reasonable Accommodation	Telework		
327	HSI	Employee	1811	13	Reasonable Accommodation	Policy Exception		
328	HSI	Employee	132	13	Reasonable Accommodation	Telework		
329	M&A	Employee	303	12	Reasonable Accommodation	Remote		
330	HSI	Employee	1801	13	Reasonable Accommodation	Remote		
331	HSI	Employee	1811	13	Reasonable Accommodation	Job Duty Modification		
332	ERO	Employee	1801	11	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons)		
333	ERO	Employee	1801	9	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons)		
334	HSI	Employee	1802	7	Reasonable Accommodation	Transfer, Telework		
335	HSI	Employee	89	15	Reasonable Accommodation	COVID-19 Vaccine Exemption (for MEDICAL reasons)		
336	OPLA	Employee	986	7	Reasonable Accommodation	Lift Restriction		
337	ERO	Employee	1801	12	Reasonable Accommodation	100% Telework		
338	ERO	Employee	1801	13	Reasonable Accommodation	Policy Exception		
339	ERO	Employee	1801	12	Reasonable Accommodation	COVID-19 Vaccine Exemption (for MEDICAL reasons)		
340	ERO	Employee	1801	12	Reasonable Accommodation	Allergies		
341	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
342	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
343	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		

344	HSI	Employee	132	13	Reasonable Accommodation	Flexible duty hours, Doctor Appointment/Medical Treatment, Telework , Leave , Remote		
345	HSI	Employee	1811	13	Reasonable Accommodation	Policy Exception		
346	ERO	Employee	1801	12	Reasonable Accommodation	Telework , Telework: 100%, Reassignment , Deny management's right to assign work, Flexible duty hours		
347	ERO	Employee	1801	12	Reasonable Accommodation	Telework , Desktop all-in-one printer, Telework: 100%, Job Duty Modification , Flexible duty hours		
348	HSI	Employee	343	14	Reasonable Accommodation	Parking		
349	ERO	Employee	1801	12	Reasonable Accommodation	Telework , Flexible duty hours		
350	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception , Flexible duty hours, Telework: 100%, Schedule Adjustment , Job Duty Modification		
351	HSI	Employee	1811	13	Reasonable Accommodation	Telework, Telework 100%		
352	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception , Telework: 100%, Job Duty Modification , Telework		
353	OPLA	Employee	905	15	Reasonable Accommodation	Large Monitor		
354	ERO	Employee	1801	12	Reasonable Accommodation	Telework 100%		
355	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
356	HSI	Employee	1811	13	Reasonable Accommodation	COVID-19 Vaccine Exemption (for MEDICAL reasons)		
357	ERO	Employee	1801	7	Reasonable Accommodation	Telework 100%		
358	ERO	Employee	1802	6	Reasonable Accommodation	Telework		
359	HSI	Employee	1811	12	Reasonable Accommodation	Policy Exception		
360	OPR	Employee	80	13	Reasonable Accommodation	Telework		
361	HSI	Employee	1811	13	Reasonable Accommodation	Policy Exception		
362	ERO	Employee	1801	14	Reasonable Accommodation	Telework, Policy Exception		
363	ERO	Employee	1801	12	Reasonable Accommodation	Unpaid Breaks		
364	HSI	Employee	301	12	Reasonable Accommodation	Telework 100%		
365	ERO	Employee	1801	12	Reasonable Accommodation	Telework		
366	HSI	Employee	301	13	Reasonable Accommodation	Telework 100%		
367	ERO	Employee	1801	11	Reasonable Accommodation	Policy Exception		
368	HSI	Employee	511	13	Reasonable Accommodation	Telework		
369	ERO	Employee	1801	13	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons)		
370	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
371	ERO	Employee	1801	12	Reasonable Accommodation	Telework, Schedule Adjustment		
372	ERO	Employee	1801	12	Reasonable Accommodation	Telework, Schedule Adjustment		
373	ERO	Employee	1801	12	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons)		
374	ERO	Employee	1801	12	Reasonable Accommodation	Telework		
375	ERO	Employee	1801	7	Reasonable Accommodation	Telework, Schedule Adjustment		

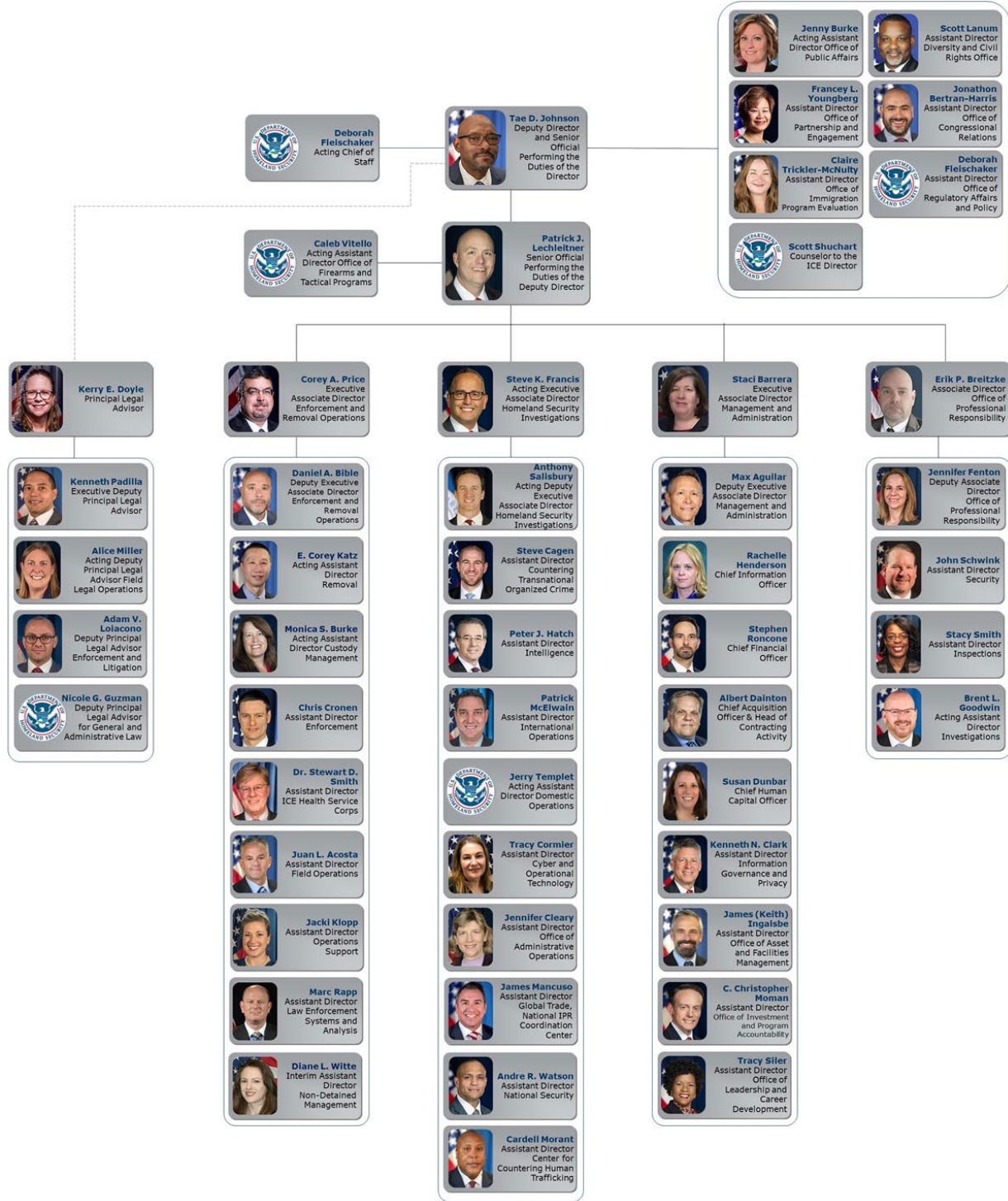
376	M&A	Employee	343	14	Reasonable Accommodation	Job Duty Modification, reduce or remove performance/production standards		
377	OPLA	Employee	905	14	Reasonable Accommodation	Vehicle Modificaion		
378	ERO	Employee	1801	11	Reasonable Accommodation	Policy Exception		
379	HSI	Employee	1811	14	Reasonable Accommodation	Policy Exception		
380	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
381	ERO	Employee	1801	12	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons)		
382	ERO	Employee	1801	12	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons)		
383	HSI	Employee	343	14	Reasonable Accommodation	Telework 100%		
384	ERO	Employee	1801	12	Reasonable Accommodation	COVID-19 Vaccine Exemption (for RELIGIOUS reasons)		
385	ERO	Employee	1801	9	Reasonable Accommodation	Sit/stand desk		
386	OPR	Employee	80	13	Reasonable Accommodation	Job Duty Modification		
387	ERO	Employee	1801	12	Reasonable Accommodation	Telework 100%		
388	HSI	Employee	343	14	Reasonable Accommodation	Telework		
389	ERO	Employee	1801	11	Reasonable Accommodation	Reassignment		
390	ERO	Employee	301	12	Reasonable Accommodation	Telework		
391	ERO	Employee	1801	13	Reasonable Accommodation	Telework		
392	OPR	Employee	80	11	Reasonable Accommodation	Adjustable Height Desk, Ergonomic Keyboard and Mouse		
393	ERO	Employee	1802	8	Reasonable Accommodation	Schedule Adjustment		
394	ERO	Employee	1801	7	Reasonable Accommodation	Telework: 100%, Telework		
395	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
396	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
397	ERO	Employee	1801	13	Reasonable Accommodation	Policy Exception		
398	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
399	HSI	Employee	1811	13	Reasonable Accommodation	COVID-19 Vaccine Exemption (for MEDICAL reasons)		
400	ERO	Employee	343	13	Personal Assistance Service (AO)	Service Animal		
401	ERO	Employee	1801	12	Reasonable Accommodation	Policy Exception		
402	ERO	Employee	1801	12	Reasonable Accommodation	Telework		
403	OPLA	Employee	905	14	Reasonable Accommodation	Telework 100%		
404	ERO	Employee	89	14	Reasonable Accommodation	Telework 100%		
405	ERO	Employee	1801	12	Reasonable Accommodation	Telework		
406	OPLA	Employee	905	14	Reasonable Accommodation	Telework		
407	ERO	Employee	1802	8	Reasonable Accommodation	Telework		
408	HSI	Employee	301	12	Reasonable Accommodation	Telework 100%		
409	HSI	Employee	132	13	Reasonable Accommodation	Ergonomic Chair		
410	ERO	Employee	1801	12	Reasonable Accommodation	Telework 100%		
411	ERO	Employee	1802	7	Reasonable Accommodation	Telework		
412	ERO	Employee	1802	8	Reasonable Accommodation	Ergonomic Chair, Ergonomic Desk		

413	ERO	Employee	1801	12	Reasonable Accommodation	Doctor appointment/Medical Treatment, Policy Exception		
414	ERO	Employee	301	9	Reasonable Accommodation	Telework, Schedule Adjustment		
415	HSI	Employee	301	12	Reasonable Accommodation	Telework		
416	HSI	Employee	1802	7	Reasonable Accommodation	Telework		
417	OPLA	Employee	905	15	Reasonable Accommodation	Telework 100%		
418	HSI	Employee	1811	13	Reasonable Accommodation	Adjustable Height Desk, Ergonomic Chair		
419	HSI	Employee	1811	14	Reasonable Accommodation	Telework		
420	ERO	Employee	1801	12	Reasonable Accommodation	Adjustable Height Desk		
421	HSI	Employee	132	13	Personal Assistance Service (AO)	Service Animal		
422	OPLA	Employee	905	14	Reasonable Accommodation	Ergonomic Keyboard, Ergonomic Mouse		
423	ERO	Employee	1801	9	Reasonable Accommodation	Ergonomic Chair		
424	ERO	Employee	1802	8	Personal Assistance Service (AO)	Service Animal		
425	ERO	Employee	1802	7	Reasonable Accommodation	Telework 100%		
426	OPLA	Employee	905	15	Reasonable Accommodation	Flexible duty hours, Telework 100%		
427	HSI	Employee	1811	14	Reasonable Accommodation	Telework, Training		
428	ERO	Employee	1801	12	Reasonable Accommodation	Adjustable Height Desk/Ergonomic Chair		
429	ERO	Employee	1801	12	Reasonable Accommodation	Telework 100%		
430	HSI	Employee	132	13	Reasonable Accommodation	Leave		
431	ERO	Employee	1801	12	Reasonable Accommodation	Job Duty Modification/Policy Exception		
432	OPLA	Employee	905	14	Reasonable Accommodation	New HP Probook Laptop		
433	M&A	Employee	501	14	Reasonable Accommodation	Remote		
434	HSI	Employee	343	14	Reasonable Accommodation	Remote		
435	ERO	Employee	1801	14	Reasonable Accommodation	Remote		
436	ERO	Employee	1801	12	Reasonable Accommodation	Doctor Appointment/Medical Treatment, Ergonomic Desk, Ergonomic Keyboard		
437	ERO	Employee	1801	11	Reasonable Accommodation	100% Telework		
438	ERO	Employee	1801	12	Reasonable Accommodation	Telework 100%		
439	HSI	Employee	301	12	Reasonable Accommodation	Telework, Ergonomic Chair, Desk Riser		
440	OPLA	Employee	905	14	Reasonable Accommodation	Telework		
441	HSI	Employee	132	13	Reasonable Accommodation	Telework		
442	HSI	Employee	132	13	Reasonable Accommodation	Remote		
443	ERO	Employee	1801	12	Reasonable Accommodation	Ergonomic equipment/Oversized Chair		
444	ERO	Employee	1801	12	Reasonable Accommodation	Remove Essential Job Functions		
445	OPLA	Employee	905	14	Reasonable Accommodation	Telework		
446	OPLA	Employee	905	15	Reasonable Accommodation	Telework 100%		
447	ERO	Employee	1801	12	Reasonable Accommodation	Remote		

448	ERO	Employee	1802	5	Reasonable Accommodation	Adjustable Height Desk, Cushioned Floor Mat, Back Support, Surround-sound speakers		
449	HSI	Employee	301	12	Reasonable Accommodation	Telework, Schedule Adjustment, Telework 100%		
450	HSI	Employee	301	11	Reasonable Accommodation	Parking, COVID19 Vaccine Exemption (for MEDICAL reasons)		
451	HSI	Employee	301	12	Reasonable Accommodation	Telework		
452	ERO	Employee	1801	12	Reasonable Accommodation	Telework, Reassignment		



ORGANIZATIONAL CHART



ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
C. TOTAL COMPLETED/ENDED COUNSELINGS	368	349
C.1. COUNSELED WITHIN 30 DAYS	140	133
C.2. COUNSELED WITHIN 31 TO 90 DAYS	219	214
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	48	47
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	155	151
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	16	16
C.3. COUNSELED BEYOND 90 DAYS	9	9
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	52	49
D.2. INITIATED DURING THE REPORTING PERIOD	359	344
D.3. COMPLETED/ENDED COUNSELINGS	368	349
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	24	24
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	85	85
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	250	234
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	9	9
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	43	43

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	0	0
F.1. HIRES	0	0
F.2. PROMOTIONS	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	5	5	\$76,533.37
G.1. COMPENSATORY DAMAGES	4	4	\$62,081.96
G.2. BACKPAY/FRONTPAY	1	1	\$4,451.41
G.3. LUMP SUM PAYMENT	0	0	\$0.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$10,000.00
G.5.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	23	23
H.1. HIRES	1	1
H.2. PROMOTIONS	3	3
H.3. EXPUNGEMENTS	1	1
H.4. REASSIGNMENTS	12	12
H.5. REMOVALS RESCINDED	1	1
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	6	6
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	2	2
H.9.a. RESCINDED	1	1
H.9.b. MODIFIED	1	1
H.10. PERFORMANCE EVALUATION MODIFIED	3	3
H.11. LEAVE RESTORED	3	3
H.12. NEUTRAL REFERENCE	1	1
H.13.	0	0

I. NON-ADR SETTLEMENTS		
	COUNSELING	INDIVIDUALS
TOTAL	0	0

PART II - FORMAL COMPLAINT ACTIVITIES

298	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
260	B. COMPLAINTS FILED
3	C. REMANDS (sum of lines C1+C2+C3)
3	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C. 2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
561	D. TOTAL COMPLAINTS
553	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
222	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
8	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
339	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
243	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
4	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	20,277			
A.1.b. PERMANENT EMPLOYEES	20,277			
A.2. COUNSELOR	5		9	
A.2.a. FULL-TIME	5	100	9	100
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	0	0	0	0
A.3. INVESTIGATOR	15		25	
A.3.a. FULL-TIME	2	13.33	25	100
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	13	86.67	0	0
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. STAFF - TOTAL	5	2	14	0	0	0
B.1.a. NEW STAFF RECEIVING AT LEAST 32 HOURS OF TRAINING	0	0	1	0	0	0
B.1.b. EXPERIENCED STAFF RECEIVING AT LEAST 8 HOURS OF TRAINING	5	2	13	0	0	0
B.1.c. TRAINING REQUIREMENT NOT MET	0	0	0	0	0	0

C. REPORTING LINE

1. EEO DIRECTOR'S NAME: Scott F. Lanum

1a. DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD? YES NO
X

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
 PERSON
 TITLE

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
 PERSON Tonya Yarborough
 TITLE Acting Chief, Complaints & Resolution Division

4. WHO DOES THAT PERSON REPORT TO?
 PERSON Scott F. Lanum
 TITLE Assistant Director, ODCR

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	1	0	4	0	0	2	0	8	26	19	19
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	8	1	0	5	3	10	65	23	21
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	1	1	1
E.3. SUSPENSION	0	0	0	2	0	0	0	1	4	18	6	6
E.4. REMOVAL	0	0	0	2	0	0	2	1	2	11	4	3
E.6Other Disciplinary Actions	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	6	0	0	4	0	9	38	15	15
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	6	4	4
I. HARASSMENT	0	0	0	20	4	0	11	10	34	198	91	89
I.1. NON-SEXUAL	0	0	0	20	4	0	11	9	32	185	82	80
I.2. SEXUAL									3	13	10	10
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	30	7	68	43	42
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	2	12	5	5
L. PROMOTION/NON-SELECTION	1	0	0	6	2	0	4	0	7	47	21	21
M. REASSIGNMENT	0	0	0	2	2	0	1	0	3	19	8	8
N. REASONABLE ACCOMMODATION									6	21	15	15
P. RELIGIOUS ACCOMMODATION								5	2	7	5	5
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	1	4	3	3
T. TERMINATION	0	0	0	0	0	0	0	1	3	18	10	9
V. TIME AND ATTENDANCE	0	0	0	1	1	0	1	1	3	15	5	5
W. TRAINING	0	0	0	2	0	0	1	1	3	11	6	6
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	1	5	0	59	12	1	33	71	114			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINTS FILED BY BASES	1	5	0	45	8	1	24	48	77			
TOTAL ALL COMPLAINANTS BY BASES	1	5	0	42	8	1	23	46	75			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	1	1	0	0	0	2			4	1	2	0	26	19	19
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	8	6	0	0	2	2			10	3	7	0	65	23	21
E.1. DEMOTION	0	1	0	0	0	0			0	0	0	0	1	1	1
E.3. SUSPENSION	2	2	0	0	0	0			3	2	2	0	18	6	6
E.4. REMOVAL	3	0	0	0	1	0			0	0	0	0	11	4	3
E.6. Other Disciplinary Actions	0	0	0	0	0	0			0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	3	3	0	0	2	1			5	2	3	0	38	15	15
H. EXAMINATION/TEST	0	1	0	0	0	0			1	1	3	0	6	4	4
I. HARASSMENT	12	33	0	0	9	7			30	3	23	2	198	91	89
I.1. NON-SEXUAL	10	26	0	0	9	7			30	3	22	2	185	82	80
I.2. SEXUAL	2	8	0	0									13	10	10
J. MEDICAL EXAMINATION	0	0	0	0	1	1			1	0	23	5	68	43	42
K. PAY INCLUDING OVERTIME	1	1	0	0	2	0	1	0	3	0	2	0	12	5	5
L. PROMOTION/NON-SELECTION	6	3	0	0	4	2			9	0	3	0	47	21	21
M. REASSIGNMENT	2	1	0	0	1	0			5	0	2	0	19	8	8
N. REASONABLE ACCOMMODATION DISABILITY				1						5	9	0	21	15	15
P. RELIGIOUS ACCOMMODATION													7	5	5
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	3	0	4	3	3
T. TERMINATION	1	3	0	0	1	0			4	2	3	0	18	10	9
V. TIME AND ATTENDANCE	1	1	0	0	0	0			2	0	4	0	15	5	5
W. TRAINING	1	1	0	0	0	0			0	1	1	0	11	6	6
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	43	60	0	1	28	22	1	0	85	21	112	13			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINTS FILED BY BASES	27	50	0	1	18	17	1	0	59	20	77	9			
TOTAL ALL COMPLAINANTS BY BASES	25	49	0	1	16	17	1	0	55	18	74	9			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTELEMENTS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	1	1	0	0	0	2	4	3	3	7	4	4
C. AWARDS	0	0	0	0	1	0	0	0	1	0	0	0	6	2	2
E. DISCIPLINARY ACTION	0	0	0	1	1	0	0	2	9	2	1	1	29	7	7
E.1. DEMOTION	0	0	0	1	0	0	0	0	0	0	0	0	2	1	1
E.3. SUSPENSION	0	0	0	0	0	0	0	1	1	0	0	0	6	1	1
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. Other Disciplinary Actions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	1	0	1	1	6	0	0	0	28	7	7
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	2	0	6	2	0	2	2	14	31	13	13	119	15	15
I.1. NON-SEXUAL	0	2	0	6	2	0	2	2	14	31	13	13	117	13	13
I.2. SEXUAL									0	0	0	0	2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
K. PAY INCLUDING OVERTIME	0	0	0	1	0	0	0	1	2	0	0	0	12	3	3
L. PROMOTION/NON-SELECTION	0	0	0	2	1	1	0	0	2	4	3	3	20	4	4
M. REASSIGNMENT	0	1	0	1	2	0	0	1	6	7	4	4	20	7	7
N. REASONABLE ACCOMMODATION									3	1	1	1	7	3	3
P. RELIGIOUS ACCOMODATION								1	1	0	0	0	2	1	1
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	1	0	0	0	0	0	0	2	0	0	0	8	2	2
T. TERMINATION	0	0	0	0	1	0	0	0	2	3	1	1	7	4	4
V. TIME AND ATTENDANCE	0	0	0	0	1	0	0	1	3	0	0	0	47	4	4
W. TRAINING	0	0	0	0	2	0	1	0	2	2	1	1	6	2	2
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	6	6	0	2	1	6						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1.1A. NUMBER OF COUNSELINGS SETTLED	0	0	0	6	2	0	2	1	6						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	6	2	0	2	1	6						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	5	0	7	9	1	2	9	59						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	2	0	7	1	1	1	1	18						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	2	0	7	1	1	1	1	18						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	0	0	0	0	1	0			2	2	2	0	4	3	3	7	4	4
C. AWARDS	1	1	0	0	0	0			0	0	0	0	0	0	0	6	2	2
E. DISCIPLINARY ACTION	0	6	0	0	1	1			5	3	2	0	2	1	1	29	7	7
E.1. DEMOTION	0	1	0	0	0	0			0	0	0	0	0	0	0	2	1	1
E.3. SUSPENSION	0	1	0	0	0	0			1	1	1	0	0	0	0	6	1	1
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6. Other Disciplinary Actions	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	5	0	0	1	1			2	1	3	0	0	0	0	28	7	7
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	4	12	0	0	1	1			7	2	7	0	31	13	13	119	15	15
I.1. NON-SEXUAL	3	11	0	0	1	1			7	2	7	0	31	13	13	117	13	13
I.2. SEXUAL	1	1	0	0									0	0	0	2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	1	0	0	0	0	1	1	1
K. PAY INCLUDING OVERTIME	0	2	0	0	0	1	0	0	2	1	2	0	0	0	0	12	3	3
L. PROMOTION/NON-SELECTION	0	3	0	1	0	1			4	0	0	0	4	3	3	20	4	4
M. REASSIGNMENT	3	5	0	0	0	0			5	1	2	0	7	4	4	20	7	7
N. REASONABLE ACCOMMODATION DISABILITY				0						2	3	0	1	1	1	7	3	3
P. RELIGIOUS ACCOMMODATION													0	0	0	2	1	1
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	1	0	0	0	0			0	0	1	0	0	0	0	8	2	2
T. TERMINATION	2	1	0	0	0	1			1	0	2	0	3	1	1	7	4	4
V. TIME AND ATTENDANCE	1	3	0	1	0	0			2	1	1	0	0	0	0	47	4	4
W. TRAINING	0	1	0	0	1	0			1	0	0	0	2	1	1	6	2	2
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	3	8	0	1	1	1	0	0	12	2	3	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	3	8	0	1	1	1	0	0	8	2	2	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	3	8	0	1	1	1	0	0	8	2	2	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	10	37	0	1	4	6	0	0	23	12	27	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	6	12	0	1	3	2	0	0	8	3	10	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	6	12	0	1	3	2	0	0	8	3	10	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. Other Disciplinary Actions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	3	3	1	1	2	2	2	2	1
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	3	3	1	1	2	2	2	2	1
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	2	0	0	0	2	2	2	2	1
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	2								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	1								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	1								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	9								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	2								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	9								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	2								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	1								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE	
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1	1
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. Other Disciplinary Actions	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	1	1	3	1	1	2	2	2	2	2	1
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	1	1	3	1	1	2	2	2	2	2	1
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			0	0	0	1	2	1	1	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	2	2	2	2	2	1
N. REASONABLE ACCOMMODATION DISABILITY				0						0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1	1
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	1	2									

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	1	1								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	1	1								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE	(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)
192	A.1. TITLE VII
2	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
62	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
68	A.3. REHABILITATION ACT
1	A.4. EQUAL PAY ACT (EPA)
1	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
326	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	222	169723	764.52
A.1. WITHDRAWALS	20	7824	391.20
A.1.a. NON-ADR WITHDRAWALS	20	7824	391.20
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	31	23916	771.48
A.2.a. NON-ADR SETTLEMENTS	29	23765	819.48
A.2.b. ADR SETTLEMENTS	2	151	75.50
A.3. FINAL AGENCY ACTIONS	171	137983	806.92
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	118	80015	678.09
B.1. FINDING DISCRIMINATION	1	1631	1,631.00
B.2. FINDING NO DISCRIMINATION	99	74946	757.03
B.3. DISMISSAL OF COMPLAINTS	18	3438	191.00
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	53	57968	1,093.74
C.1. AJ DECISION FULLY IMPLEMENTED	53	57968	1,093.74
C.1.a. FINDING DISCRIMINATION	2	2706	1,353.00
C.1.b. FINDING NO DISCRIMINATION	49	54167	1,105.45
C.1.c. DISMISSAL OF COMPLAINTS	2	1095	547.50
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	100	29810	298.10
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	29	7336	252.97
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	12	532	44.33
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	17	6804	400.24
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	35	10817	309.06
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	9	429	47.67
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	26	10388	399.54
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	28	9011	321.82
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	15	725	48.33
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	13	8286	637.38
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	8	2646	330.75
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	1	43	43.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	7	2603	371.86

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	34	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	28	\$1,142,917.77
B.1. BACK PAY/FRONT PAY	2	\$0.00
B.2. LUMP SUM PAYMENT	10	\$354,050.57
B.3. COMPENSATORY DAMAGES	14	\$391,337.00
B.4. ATTORNEY FEES AND COSTS	14	\$397,530.20
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	21	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	0
F.2. PROMOTIONS	0	0
F.3. EXPUNGEMENTS	1	1
F.4. REASSIGNMENTS	10	1
F.5. REMOVALS RESCINDED	1	2
F.6. ACCOMMODATIONS	1	0
F.7. TRAINING	5	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	4	2
F.9.a. RESCINDED	4	1
F.9.b. MODIFIED	0	1
F.10. PERFORMANCE EVALUATION MODIFIED	1	0
F.11. LEAVE RESTORED	5	2
F.12. NEUTRAL REFERENCE	0	1
F.13.	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	339	138338			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	4	356	89	245	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	122	10507	86	857	
A.2. COMPLAINTS PENDING IN INVESTIGATION	86	19255	223	676	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	8	2750	343	676	
A.3. COMPLAINTS PENDING IN HEARINGS	98	80895	825	3290	480-2014-00864X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	29	27325	942	3588	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	107	36544	341.53
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	6	1746	291.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	2	352	176.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	2	462	231.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	2	462	231.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	2	932	466.00
A.2. AGENCY INVESTIGATION COSTS	\$7,450.00		\$1,241.67
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	101	34798	344.53
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	14	2007	143.36
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	60	16016	266.93
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	29	7214	248.76
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	31	8802	283.94
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	27	16775	621.30
A.4. CONTRACTOR INVESTIGATION COSTS	\$424,308.00		\$4,201.07

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	264	258		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	95	93		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	169	165		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	85	85		
C.2. EXTERNAL	53	51		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	169	165	10980	64.97
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	24	24	1824	76.00
E.1.b. NO FORMAL COMPLAINT FILED	45	45	2349	52.00
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	88	85	6033	68.00
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	8	8	511	63.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	4	4	263	65.00

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	20277
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	1
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	1
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	0
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
D. EEO ADR FUNDING SPENT	\$0.00

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	<u>Jay T. Gauthier</u>
E.2. TITLE	<u>ADR Program Manager</u>
E.3. TELEPHONE NUMBER	<u>(571) 329-8126</u>
E.4. EMAIL	<u>jay.t.gauthier@ice.dhs.gov</u>

F. EEO ADR PROGRAM INFORMATION

F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	YES	NO
	X	
F.1a. If yes, is there a written policy requiring the participation?	X	
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2021 through September 30, 2022 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	<u>scott lanum</u>
TITLE OF CERTIFYING OFFICIAL:	<u>Assistant Director</u>
TELEPHONE NUMBER:	<u>(202) 732-0190</u>
E-MAIL:	<u>scott.lanum@ice.dhs.gov</u>
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	<u></u>
DATE:	<u>21-10-2022</u>
NAME OF PREPARER:	<u>Donald Jones</u>
TITLE OF PREPARER:	<u>Project Manager</u>
TELEPHONE NUMBER:	<u>(202) 365-9458</u>
E-MAIL:	<u>donald.a.jones@associates.ice.dhs.gov</u>
DATE:	<u>19-10-2022</u>

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DHS Immigration and Customs Enforcement

REPORTING PERIOD: FY 2022

Form 462 Comments

Part Name COMMENT(expression left | evaluation symbol | expression right | value1 | value2 | comment)

PART XI



**U.S. Immigration
and Customs
Enforcement**

July 27, 2022

MEMORANDUM FOR: All ICE Employees
FROM: Tae D. Johnson
Acting Director
SUBJECT: Diversity Policy Statement

U. S. Immigration and Customs Enforcement (ICE) is a premier federal law enforcement agency with the crucial and complex mission to protect America from cross-border crime and illegal immigration that threaten national security and public safety. This mission is executed through the enforcement of more than 400 federal statutes and focuses on immigration enforcement and combating transnational crime. We have a comprehensive set of legal authorities with which to perform this mission, and while we are fortunate to be armed with cutting edge technology that aids us in efficiently and effectively accomplishing this mission, we cannot attain our goals without the incredibly innovative, dedicated, and diverse employees who comprise the ICE workforce.

For ICE, diversity is defined as the practice of considering the identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of our employees and our external stakeholders, including those from underserved communities in our mission focus.

An enduring truth for ICE is that our different perspectives make us better. Our diversity strategy lays out deliberate efforts to foster a diverse workplace and to promote the equitable treatment of our external stakeholders.

Every day, we bear witness to the strength our diversity provides us. Our diversity of viewpoints and experiences grant us new insights and identify opportunities to challenge the ways we have always done things and to recognize ways to improve.

Because our adversaries, who would seek to circumvent our efforts to protect the homeland, are constantly adapting to our enforcement efforts, ICE has an urgent need to leverage the creativity of its diverse workforce to constantly adapt as well.

When the diversity of a law enforcement entity reflects the diversity of the public which it serves, we are better able to communicate, promote trust, and empathize with the public that we serve.

Diversity Policy Statement

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I implore every leader and employee to regularly seek opportunities to gain a better understanding of the value that a diverse workforce brings to ICE and to take small individual steps to ensure each of us is demonstrating a heartfelt commitment to creating and maintaining that diverse workforce.



**U.S. Immigration
and Customs
Enforcement**

July 27, 2022

MEMORANDUM FOR: All ICE Employees
FROM: Tae D. Johnson
Acting Director
SUBJECT: ICE Anti-Harassment Policy Statement

U.S. Immigration and Customs Enforcement (ICE) is committed to creating and maintaining a workplace that is free of harassment. Harassment is defined as unwelcome conduct (either sexual or non-sexual, and verbal or non-verbal) that interferes with an individual's work performance or creates an intimidating, offensive, or hostile work environment.

Workplace harassment interferes with accomplishing ICE's mission and erodes the trust and confidence employees have in each other. Trust for one another is essential for ICE to successfully perform our critical missions, and it is imperative that every person working within ICE do their part to prevent workplace harassment. ICE leaders, including all ICE managers and supervisors, must see workplace harassment as a direct threat to our core values of integrity, courage, and excellence, and must model appropriate workplace behavior, demonstrate an openness to receive allegations of workplace harassment, and a willingness to take direct and immediate steps to eliminate it. Under certain circumstances, workplace harassment can also be unlawful. ICE, however, prohibits any kind of harassment and considers it misconduct, whether or not it is deemed to be in violation of federal law.

Employees who believe they have been subjected to harassment should report that harassment to the ICE Office of Professional Responsibility (OPR) at 1-877-2INTAKE (246-8253) or via email at joint.intake@cbp.dhs.gov.

Persons who believe they have been subjected to workplace harassment are also encouraged to raise the issue with a manager or supervisor. Additionally, employees may report harassment utilizing any of the following:

- By contacting the ICE Office of Diversity and Civil Rights at 202-732-2298 or via email at EEO-ADR-ICE@ice.dhs.gov.
- By contacting the Anti-Harassment Program at 202-997-2993 or via email at ICEAnti-Harassment@ice.dhs.gov.

ICE Anti-Harassment Policy Statement

Page 2

- By contacting the Office of Special Counsel (<https://osc.gov/>) alleging discrimination or harassment.

I ask every ICE employee to work with me in our efforts to ensure workplace harassment is never permitted to take hold within our Agency. It is our collective duty to those who have come before us, those working with us today, and to those who would join ICE in the future. Together we can see to it that ICE remains a workplace free of harassment and one in which everyone is treated with respect and dignity.



**U.S. Immigration
and Customs
Enforcement**

July 27, 2022

MEMORANDUM FOR: All ICE Employees
FROM: Tae D. Johnson
Acting Director
SUBJECT: Civil Rights and Civil Liberties Policy Statement

U.S. Immigration and Customs Enforcement (ICE) is a premier federal law enforcement agency. ICE personnel are motivated by our core mission: to protect America from national security and public safety threats by enforcing immigration and custom laws. Upholding the civil rights and civil liberties of ICE personnel, and all individuals we encounter, is integral to the execution of the ICE mission. We all desire and are entitled to a workplace that is free from discrimination, promotes equal employment opportunity (EEO), and promotes the equitable treatment of individuals seeking access to ICE's programs and activities.

Discriminatory Conduct includes the following:

- Adverse treatment because of an individual's race, color, religion (including religious attire and ornamentation), sex (including sexual orientation, gender identity, and pregnancy), national origin, age (40 years of age or older), disability (physical or mental), parental status, marital status, or genetic information (including family medical history).
- Harassment by managers, co-workers, or others in the workplace because of race, color, religion (including religious attire), sex (including sexual orientation, gender identity, and pregnancy), parental status, marital status, national origin, age (40 years of age or older), disability (physical or mental), or genetic information (including family medical history).
- Denial of a reasonable accommodation or modification that is needed because of a religious belief or disability.
- Retaliation against an individual because they opposed a practice considered to be discriminatory, participated in an employment discrimination proceeding, or engaged in other protected activity.

Discriminatory conduct can be unlawful if it involves a personnel action or rises to the level of behavior that is severe and pervasive pursuant to Federal laws.

ICE is committed to providing a work environment that is free of discrimination and retaliation and that focuses on promoting merit principles consistent with all legal obligations. No one at ICE shall tolerate discriminatory treatment in the workplace. ICE worksites shall be places that

Civil Rights and Civil Liberties Policy Statement

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are focused on promoting professional and courteous behavior and to upholding merit principles of equal opportunity in all we do. Selection for assignments, awards, detail opportunities, and promotional opportunities shall be made with this in mind.

ICE will also ensure we provide equitable access and non-discriminatory treatment to individuals accessing ICE programs and activities. All ICE personnel are expected to treat persons with whom they interact with dignity and respect by promoting full and equal participation in ICE's programs, services, and activities.

ICE personnel who believe they have been subjected to workplace discrimination or harassment are encouraged to raise the issue with a manager or supervisor. ICE personnel may also report an incident utilizing any of the following resources:

- By contacting the ICE Office of Diversity and Civil Rights (ODCR) at 202-732-2298 or via email at EEO-ADR-ICE@ice.dhs.gov. EEO complaints of alleged harassment, discrimination, and/or retaliation must be filed within 45 calendar days after they become aware of such an alleged event or action.
- By contacting the Anti-Harassment Program at 202-997-2993 or via email at ICEAntiHarassment@ice.dhs.gov.
- By contacting the Office of Special Counsel (<https://osc.gov/>) alleging discrimination or harassment.
- External stakeholders who believe they have been denied equal participation in ICE's programs or activities may submit their concerns to the ODCR at ICECivilLiberties@ice.dhs.gov or to the Department of Homeland Security Office for Civil Rights and Civil Liberties at CRCLCompliance@hq.dhs.gov.

All ICE personnel are expected to fully participate in the EEO process, which may include initial attempts to address concerns through traditional EEO counseling or alternative dispute resolution (ADR), and through the formal complaint process that includes investigations into allegations of discrimination, harassment, and/or retaliation. Managers and supervisors must also support and participate in good faith in ADR if selected by the employee as a method to try to resolve the EEO concerns.

Discrimination damages the reputation of the agency, and any instance of discrimination is offensive to all ICE personnel who are committed to living our core values. The excellence of our workforce is demonstrated by the work we do every day. Our workforce deserves an environment free of discrimination and I charge all ICE personnel to do all they can to identify and eliminate discrimination from our agency.

FY22 Model Workplace Scorecard

Element	Checklist Category	2020	2021	2022
A 14 of 14	Demonstrated Commitment from Agency Leadership	93	93	100
B 35 of 36	Integration of EEO into Agency's Strategic Mission	92	94	97
C 42 of 43	Management and Program Accountability	97	97	97
D 14 of 14	Proactive Prevention	93	100	100
E 28 of 30	Efficiency	97	97	94
F 12 of 12	Responsiveness and Legal Compliance	100	100	100



KEY	0-74	75-89	90-100
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Table A1: Total Workforce - Distribution by Race/Ethnicity and Sex

Employment Tenure By Subcomponent	Total Workforce All			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL WORKFORCE																	
CLF (2018)	100%	51.8%	48.3%	6.8%	6.2%	35.7%	31.8%	5.7%	6.6%	2.2%	2.2%	0.1%	0.1%	0.3%	0.3%	1.0%	1.1%
RCLF	100%	57.09%	42.91%	6.26%	4.60%	42.10%	29.69%	4.96%	5.22%	2.22%	2.15%	0.08%	0.06%	0.30%	0.22%	1.17%	0.98%
Prior FY	20,680	14,516	6,164	3,140	1,147	9,069	3,241	1,261	1,267	738	351	56	21	200	110	52	27
	100%	70.19%	29.81%	15.18%	5.55%	43.85%	15.67%	6.10%	6.13%	3.57%	1.70%	0.27%	0.10%	0.97%	0.53%	0.25%	0.13%
Current FY	20,277	14,146	6,131	3,069	1,159	8,783	3,190	1,256	1,252	733	353	58	20	194	129	53	28
	100%	69.76%	30.24%	15.14%	5.72%	43.32%	15.73%	6.19%	6.17%	3.61%	1.74%	0.29%	0.10%	0.96%	0.64%	0.26%	0.14%
Difference	-403	-370	-33	-71	12	-286	-51	-5	-15	-5	2	2	-1	-6	19	1	1
Ratio Change	0%	-0.43%	0.43%	-0.05%	0.17%	-0.54%	0.06%	0.10%	0.05%	0.05%	0.04%	0.02%	0.00%	-0.01%	0.10%	0.01%	0.01%
Net Change	-1.95%	-2.55%	-0.54%	-2.26%	1.05%	-3.15%	-1.57%	-0.40%	-1.18%	-0.68%	0.57%	3.57%	-4.76%	-3.00%	17.27%	1.92%	3.70%
EMPLOYEE GAINS																	
New Hires	711	378	333	47	45	197	140	73	90	26	20	5	2	29	32	1	4
	100%	53.16%	46.84%	6.61%	6.33%	27.71%	19.69%	10.27%	12.66%	3.66%	2.81%	0.70%	0.28%	4.08%	4.50%	0.14%	0.56%
EMPLOYEE LOSES																	
Reduction in Force	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Removal	43	27	16	2	3	14	7	7	5	2	1	0	0	2	0	0	0
	100%	62.79%	37.21%	4.65%	6.98%	32.56%	16.28%	16.28%	11.63%	4.65%	2.33%	0%	0%	4.65%	0%	0%	0%
Resignation	238	135	103	17	10	85	54	17	24	7	7	0	1	8	7	1	0
	100%	56.72%	43.28%	7.14%	4.20%	35.71%	22.69%	7.14%	10.08%	2.94%	2.94%	0%	0.42%	3.36%	2.94%	0.42%	0%
Retirement	792	569	223	127	44	355	115	52	50	24	13	2	1	8	0	1	0
	100%	71.84%	28.16%	16.04%	5.56%	44.82%	14.52%	6.57%	6.31%	3.03%	1.64%	0.25%	0.13%	1.01%	0%	0.13%	0%
Other Separations	290	165	125	16	17	98	62	28	36	14	6	0	1	9	2	0	1
	100%	56.90%	43.10%	5.52%	5.86%	33.79%	21.38%	9.66%	12.41%	4.83%	2.07%	0%	0.34%	3.10%	0.69%	0%	0.34%
Total Separations	1,363	896	467	162	74	552	238	104	115	47	27	2	3	27	9	2	1
	100%	65.74%	34.26%	11.89%	5.43%	40.50%	17.46%	7.63%	8.44%	3.45%	1.98%	0.15%	0.22%	1.98%	0.66%	0.15%	0.07%
PERMANENT WORKFORCE																	
Prior FY	20,612	14,471	6,141	3,138	1,145	9,040	3,230	1,257	1,264	737	349	56	21	191	105	52	27
	100%	70.21%	29.79%	15.22%	5.56%	43.86%	15.67%	6.10%	6.13%	3.58%	1.69%	0.27%	0.10%	0.93%	0.51%	0.25%	0.13%
Current FY	20,221	14,109	6,112	3,067	1,158	8,753	3,178	1,253	1,248	731	352	58	20	194	128	53	28
	100%	69.77%	30.23%	15.17%	5.73%	43.29%	15.72%	6.20%	6.17%	3.62%	1.74%	0.29%	0.10%	0.96%	0.63%	0.26%	0.14%
Difference	-391	-362	-29	-71	13	-287	-52	-4	-16	-6	3	2	-1	3	23	1	1
Ratio Change	0%	-0.43%	0.43%	-0.06%	0.17%	-0.57%	0.05%	0.10%	0.04%	0.04%	0.05%	0.02%	0.00%	0.03%	0.12%	0.01%	0.01%
Net Change	-1.90%	-2.50%	-0.47%	-2.26%	1.14%	-3.17%	-1.61%	-0.32%	-1.27%	-0.81%	0.86%	3.57%	-4.76%	1.57%	21.90%	1.92%	3.70%
EMPLOYEE GAINS																	
New Hires	656	339	317	43	43	169	131	69	85	25	20	5	2	27	32	1	4
	100%	51.68%	48.32%	6.55%	6.55%	25.76%	19.97%	10.52%	12.96%	3.81%	3.05%	0.76%	0.30%	4.12%	4.88%	0.15%	0.61%
EMPLOYEE LOSES																	
Reduction in Force	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Removal	43	27	16	2	3	14	7	7	5	2	1	0	0	2	0	0	0
	100%	62.79%	37.21%	4.65%	6.98%	32.56%	16.28%	16.28%	11.63%	4.65%	2.33%	0%	0%	4.65%	0%	0%	0%
Resignation	229	130	99	17	10	82	52	16	24	7	7	0	1	7	5	1	0
	100%	56.77%	43.23%	7.42%	4.37%	35.81%	22.71%	6.99%	10.48%	3.06%	3.06%	0%	0.44%	3.06%	2.18%	0.44%	0%
Retirement	791	568	223	127	44	354	115	52	50	24	13	2	1	8	0	1	0
	100%	71.81%	28.19%	16.06%	5.56%	44.75%	14.54%	6.57%	6.32%	3.03%	1.64%	0.25%	0.13%	1.01%	0%	0.13%	0%
Other Separations	275	153	122	15	17	92	59	27	36	14	6	0	1	5	2	0	1
	100%	55.64%	44.36%	5.45%	6.18%	33.45%	21.45%	9.82%	13.09%	5.09%	2.18%	0%	0.36%	1.82%	0.73%	0%	0.36%
Total Separations	1,338	878	460	161	74	542	233	102	115	47	27	2	3	22	7	2	1
	100%	65.62%	34.38%	12.03%	5.53%	40.51%	17.41%	7.62%	8.59%	3.51%	2.02%	0.15%	0.22%	1.64%	0.52%	0.15%	0.07%
TEMPORARY																	
Prior FY	68	45	23	2	2	29	11	4	3	1	2	0	0	9	5	0	0

	100%	66.18%	33.82%	2.94%	2.94%	42.65%	16.18%	5.88%	4.41%	1.47%	2.94%	0%	0%	13.24%	7.35%	0%	0%
Current FY	56	37	19	2	1	30	12	3	4	2	1	0	0	0	1	0	0
	100%	66.07%	33.93%	3.57%	1.79%	53.57%	21.43%	5.36%	7.14%	3.57%	1.79%	0%	0%	0%	1.79%	0%	0%
Difference	-12	-8	-4	0	-1	1	1	-1	1	1	-1	0	0	-9	-4	0	0
Ratio Change	0%	-0.11%	0.11%	0.63%	-1.16%	10.92%	5.25%	-0.53%	2.73%	-1.10%	-1.16%	0%	0%	-13.24%	-5.57%	0%	0%
Net Change	-17.65%	-17.78%	-17.39%	0%	-50.00%	3.45%	9.09%	-25.00%	33.33%	100%	-50.00%	0%	0%	-100.00%	-80.00%	0%	0%
EMPLOYEE GAINS																	
New Hires	55	39	16	4	2	28	9	4	5	1	0	0	0	2	0	0	0
	100%	70.91%	29.09%	7.27%	3.64%	50.91%	16.36%	7.27%	9.09%	1.82%	0%	0%	0%	3.64%	0%	0%	0%
EMPLOYEE LOSES																	
Reduction in Force	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	0%	0%	0%	0%	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	0	0	0	0	0
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Resignation	9	5	4	0	0	3	2	1	0	0	0	0	0	1	2	0	0
	100%	55.56%	44.44%	0%	0%	33.33%	22.22%	11.11%	0%	0%	0%	0%	0%	11.11%	22.22%	0%	0%
Retirement	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other Separations	15	12	3	1	0	6	3	1	0	0	0	0	0	4	0	0	0
	100%	80.00%	20.00%	6.67%	0%	40.00%	20.00%	6.67%	0%	0%	0%	0%	0%	26.67%	0%	0%	0%
Total Separations	25	18	7	1	0	10	5	2	0	0	0	0	0	5	2	0	0
	100%	72.00%	28.00%	4.00%	0%	40.00%	20.00%	8.00%	0%	0%	0%	0%	0%	20.00%	8.00%	0%	0%