

U.S. Department of Homeland Security  
U.S. Citizenship and Immigration Services  
No FEAR Report

Complaint Activity	Comparative Data					2008
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Number of Complaints Filed		90	126	96	94	98
Number of Complainants		78	114	84	91	87
Repeat Filers		9	8	5	3	11

Complaints by Basis	Comparative Data					2008
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race		125	30	41	32	36
Color		0	6	16	17	18
Religion		20	12	4	1	9
Reprisal		174	31	47	35	38
Sex		125	26	26	37	42
National Origin		52	16	20	22	18
Equal Pay Act		0	0	0	1	1
Age		106	21	36	32	29
Disability		78	33	31	11	29
Non-EEO		7	6	8	3	5

Complaints by Issue	Comparative Data					2008
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire		0	2	7	4	1
Assignment of Duties		14	2	4	7	0
Awards		2	0	0	0	1
Conversion to Full-time		0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion		6	3	1	3	0
Reprimand		7	6	3	7	5
Removal		13	3	6	3	2
Suspension		33	3	4	2	3
Other		0	0	0	0	0
Duty Hours		0	0	0	0	0
Evaluation Appraisal		37	14	6	11	7
Examination/Test		0	0	0	1	0

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<b>Harassment</b>						
Non-Sexual		76	19	19	27	35
Sexual		13	10	0	6	2
Medical Examination		0	0	0	0	0
Pay (Including Overtime)		3	7	3	2	1
Promotion/Non-Selection		88	32	33	35	38
<b>Reassignment</b>						
Denied		0	0	0	5	3
Directed		1	8	2	4	4
Reasonable Accommodation		11	1	4	3	7
Reinstatement		1	0	0	1	0
Retirement		0	0	1	0	1
Termination		33	5	6	11	7
Terms/Conditions of Employment		60	15	17	18	27
Time and Attendance		13	3	2	7	5
Training		11	6	1	3	2
Other		0	4	0	0	0

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Complaints pending during fiscal year						
Average number of days in investigation stage				264	225.1	215.3
Average number of days in final action stage				273	281.5	297.9
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage		1082	170	323	272.8	202.3
Average number of days in final action stage		1147	702	299	162.6	138.2
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage		690	148	213	167.1	243.6
Average number of days in final action stage		876	565	409	426.3	883.7

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Complaints Dismissed by Agency	Comparative Data					2008
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency		26	45	21	22	23
Average days pending prior to dismissal		232	610	123	172.9	171
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants		12	8	7	12	16

Total Final Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2008	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			1		1		7		2		0	
Without Hearing			0	0	0	0	1	15%	0	0	0	0
With Hearing			1	100%	1	100%	6	85%	2	100%	0	0

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data											
	Previous Fiscal Year Data										2008	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>			1		1		7		2		0	
Race			1	100%	0	0	5	71%	0	0	0	0
Color			1	100%	0	0	0	0	0	0	0	0
Religion			0	0	0	0	1	14%	1	50%	0	0
Reprisal			1	100%	0	0	1	14%	1	50%	0	0
Sex			1	100%	0	0	4	57%	1	50%	0	0
National Origin			0	0	1	100%	1	14%	1	50%	0	0
Equal Pay Act			1	100%	1	100%	0	0	0	0	0	0
Age			0	0	0	0	1	14%	0	0	0	0
Disability			0	0	0	0	0	0	0	0	0	0
Non-EEO			0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>			1	100%	1	100%	6	86%	2	100%	0	0
Race			0	0	0	0	0	0	0	0	0	0
Color			1	100%	0	0	4	66%	0	0	0	0

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Religion			1	100%	0	0	0	0	1	50%	0	0
Reprisal			0	0	0	0	1	16%	1	50%	0	0
Sex			1	100%	0	0	1	16%	1	50%	0	0
National Origin			1	100%	0	0	4	66%	0	0	0	0
Equal Pay Act			0	0	1	100%	1	16%	1	50%	0	0
Age			1	100%	1	100%	0	0	0	0	0	0
Disability			0	0	0	0	1	16%	0	0	0	0
Non-EEO			0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>												
Race			0	0	0	0	0	0	0	0	0	0
Color			0	0	0	0	0	0	0	0	0	0
Religion			0	0	0	0	0	0	0	0	0	0
Reprisal			0	0	0	0	0	0	0	0	0	0
Sex			0	0	0	0	0	0	0	0	0	0
National Origin			0	0	0	0	0	0	0	0	0	0
Equal Pay Act			0	0	0	0	0	0	0	0	0	0
Age			0	0	0	0	0	0	0	0	0	0
Disability			0	0	0	0	0	0	0	0	0	0
Non-EEO			0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data										2008	
	Previous Fiscal Year Data											
	2003		2004		2005		2006		2007		#	%
#	%	#	%	#	%	#	%	#	%			
<b>Total Number Findings</b>			1		1		7		2		0	
Appointment/Hire			0	0	0	0	0	0	0	0	0	0
Assignment of Duties			0	0	0	0	0	0	0	0	0	0
Awards			0	0	0	0	1	14%	0	0	0	0
Conversion to Full-time			0	0	0	0	0	0	0	0	0	0
Disciplinary Action			0	0	0	0	0	0	0	0	0	0
Demotion			0	0	0	0	0	0	0	0	0	0
Reprimand			0	0	0	0	0	0	0	0	0	0
Suspension			0	0	0	0	0	0	0	0	0	0
Removal			0	0	0	0	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	0	0
Duty Hours			0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal			0	0	0	0	0	0	0	0	0	0
Examination/Test			0	0	0	0	0	0	0	0	0	0
Harassment			0	0	0	0	0	0	0	0	0	0
Non-Sexual			1	100%	0	0	1	14%	1	50%	0	0
Sexual			0	0	0	0	0	0	0	0	0	0
Medical Examination			0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)			0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection			0	0	1	100%	3	42%	0	0	0	0
Reassignment			0	0	0	0	0	0	0	0	0	0
Denied			0	0	0	0	0	0	0	0	0	0
Directed			0	0	0	0	0	0	0	0	0	0

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Reasonable Accommodation			0	0	0	0	1	14%	0	0	0	0
Reinstatement			0	0	0	0	0	0	0	0	0	0
Retirement			0	0	0	0	0	0	0	0	0	0
Termination			0	0	0	0	1	14%	0	0	0	0
Terms/Conditions of			0	0	0	0	0	0	1	50%	0	0
Time and Attendance			0	0	0	0	0	0	1	50%	0	0
Training			0	0	0	0	0	0	0	0	0	0
Other			0	0	0	0	0	0	1	50%	0	0
<b>Findings After Hearing</b>												
Appointment/Hire			0	0	0	0	0	0	0	0	0	0
Assignment of Duties			0	0	0	0	0	0	0	0	0	0
Awards			0	0	0	0	1	14%	0	0	0	0
Conversion to Full-time			0	0	0	0	0	0	0	0	0	0
Disciplinary Action			0	0	0	0	0	0	0	0	0	0
Demotion			0	0	0	0	0	0	0	0	0	0
Reprimand			0	0	0	0	0	0	0	0	0	0
Suspension			0	0	0	0	0	0	0	0	0	0
Removal			0	0	0	0	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal			0	0	0	0	0	0	0	0	0	0
Examination/Test			0	0	0	0	0	0	0	0	0	0
Harassment			0	0	0	0	0	0	0	0	0	0
Non-Sexual			0	1	0	0	1	14%	1	50%	0	0
Sexual			0	0	0	0	0	0	0	0	0	0
Medical Examination			0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)			0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection			0	0	0	0	0	0	0	0	0	0
Reassignment			0	0	0	0	3	42%	0	0	0	0
Denied			0	0	0	0	0	0	0	0	0	0
Directed			0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation			0	0	0	0	1	14%	0	0	0	0
Reinstatement			0	0	0	0	0	0	0	0	0	0
Retirement			0	0	0	0	0	0	0	0	0	0
Termination			0	0	0	0	1	14%	0	0	0	0
Terms/Conditions of			0	0	0	0	0	0	1	50%	0	0
Employment			0	0	0	0	0	0	1	50%	0	0
Time and Attendance			0	0	0	0	0	0	1	50%	0	0
Training			0	0	0	0	0	0	0	0	0	0
Other			0	0	0	0	0	0	1	50%	0	0
<b>Findings Without Hearing</b>												
Appointment/Hire			0	0	0	0	1	14%	0	0	0	0
Assignment of Duties			0	0	0	0	0	0	0	0	0	0
Awards			0	0	0	0	0	0	0	0	0	0
Conversion to Full-time			0	0	0	0	0	0	0	0	0	0
Disciplinary Action			0	0	0	0	0	0	0	0	0	0
Demotion			0	0	0	0	0	0	0	0	0	0
Reprimand			0	0	0	0	0	0	0	0	0	0
Suspension			0	0	0	0	0	0	0	0	0	0

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Removal			0	0	0	0	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	0	0
Duty Hours			0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal			0	0	0	0	1	100%	0	0	0	0
Examination/Test			0	0	0	0	0	0	0	0	0	0
Harassment			0	0	0	0	0	0	0	0	0	0
Non-Sexual			0	0	0	0	1	100%	0	0	0	0
Sexual			0	0	0	0	0	0	0	0	0	0
Medical Examination			0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)			0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection			0	0	0	0	0	0	0	0	0	0
Reassignment			0	0	0	0	0	0	0	0	0	0
Denied			0	0	0	0	0	0	0	0	0	0
Directed			0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation			0	0	0	0	0	0	0	0	0	0
Reinstatement			0	0	0	0	0	0	0	0	0	0
Retirement			0	0	0	0	0	0	0	0	0	0
Termination			0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment			0	0	0	0	0	0	0	0	0	0
Time and Attendance			0	0	0	0	0	0	0	0	0	0
Training			0	0	0	0	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	0	0

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					<b>2008</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Total complaints from previous Fiscal Years		165	76	82	68	83
Total Complainants		129	65	71	62	79
<b>Number complaints pending</b>						
Investigation		1	0	0	2	3
Hearing		37	23	22	16	16
Final Action		115	31	40	33	53
Appeal with EEOC Office of Federal Operations		115	31	40	17	11

<b>Complaint Investigations</b>	<b>Comparative Data</b>					<b>2008</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Pending Complaints Where Investigations Exceeds Required Time Frames		4	4	4	10	39