U.S. Citizenship and Immigration Service
No Fear Act
June 30, 2009

Complaint Activity	Comparative Data Previous Fiscal Year Data					3rd Qtr 2009
	2004	2005	2006	2007	2008	
Number of Complaints Filed	90	126	96	94	98	70
Number of Complainants	78	114	84	91	87	68
Repeat Filers	9	8	5	3	11	2

Complaints by Basis	Comparative Data Previous Fiscal Year Data					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	3rd Qtr 2009
Race	125	30	41	32	36	31
Color	0	6	16	17	18	11
Religion	20	12	4	1	9	7
Reprisal	174	31	47	35	38	29
Sex	125	26	26	37	42	20
National Origin	52	16	20	22	18	15
Equal Pay Act	0	0	0	1	1	0
Age	106	21	36	32	29	27
Disability	78	33	31	11	29	17
Non-EEO	7	6	8	3	5	2

Complaints by Issue	Comparative Data Previous Fiscal Year Data					
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2004	2005	2006	2007	2008	3rd Qtr 2009
Appointment/Hire	0	2	7	4	1	2
Assignment of Duties	14	2	4	7	0	3
Awards	2	0	0	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	6	3	1	3	0	0
Reprimand	7	6	3	7	5	4
Removal	13	3	6	3	2	4
Suspension	33	3	4	2	3	2
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	37	14	6	11	7	8
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	76	19	19	27	35	23
Sexual	13	10	0	6	2	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	3	7	3	2	1	1
Promotion/Non-Selection	88	32	33	35	38	21
Reassignment						
Denied	0	0	0	5	3	1
Directed	1	8	2	4	4	1
Reasonable Accommodation	11	1	4	3	7	2
Reinstatement	1	0	0	1	0	0
Retirement	0	0	1	0	1	1
Termination	33	5	6	11	7	8
Terms/Conditions of Employment	60	15	17	18	27	20
Time and Attendance	13	3	2	7	5	5
Training	11	6	1	3	2	1
Other	0	4	0	0	0	0

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Processing Time	Comparative Data Previous Fiscal Year Data 2004	2005	2006	2007	2008	3rd Qtr 2009
Complaints pending during fiscal year						
Average number of days in investigation stage			264	225.1	216.7	192.1
Average number of days in final action stage			273	281.5	263.4	282.2
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	1082	170	323	272.8	204.6	185.8
Average number of days in final action stage	1147	702	299	162.6	120.3	102.4
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	690	148	213	167.1	243.6	203
Average number of days in final action stage	876	565	409	426.3	883.7	545.2

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data 2004	2005	2006	2007	2008	3rd Qtr 2009
Total Complaints Dismissed by Agency	26	45	21	22	23	26
Average days pending prior to dismissal	232	610	123	172.9	171	176
Complaints Withdrawn by						
Total Complaints Withdrawn by Complainants	12	8	7	12	16	6

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data 2004		2005		2006		2007		2008		3rd Qtr 2009	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		7		2		0		0	
Without Hearing	0	0	0	0	1	15%	0	0	0	0	0	0
With Hearing	1	100%	1	100%	6	85%	2	100%	0	0	0	0

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Findings of Discrimination	Comparative Data											
	Previous Fiscal Year Data											
Note: Complaints can be filed alleging	2004		2005		2006		2007		2008		3rd Qtr 2009	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		7		2		0		0	
Race	1	100%	0	0	5	71%	0	0	0	0	0	0
Color	1	100%	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	1	14%	1	50%	0	0	0	0
Reprisal	1	100%	0	0	1	14%	1	50%	0	0	0	0
Sex	1	100%	0	0	4	57%	1	50%	0	0	0	0
National Origin	0	0	1	100%	1	14%	1	50%	0	0	0	0
Equal Pay Act	1	100%	1	100%	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	14%	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1	100%	1	100%	6	86%	2	100%	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	1	100%	0	0	4	66%	0	0	0	0	0	0
Religion	1	100%	0	0	0	0	1	50%	0	0	0	0
Reprisal	0	0	0	0	1	16%	1	50%	0	0	0	0
Sex	1	100%	0	0	1	16%	1	50%	0	0	0	0
National Origin	1	100%	0	0	4	66%	0	0	0	0	0	0
Equal Pay Act	0	0	1	100%	1	16%	1	50%	0	0	0	0
Age	1	100%	1	100%	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	16%	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										3rd Qtr 2009	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		7		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	1	14%	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	100%	0	0	1	14%	1	50%	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	100%	3	42%	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	14%	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	14%	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	50%	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	50%	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	50%	0	0	0	0
Findings After Hearing	0	0	0	0	6	86%	2	100%	0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	1	14%	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	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	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	1	0	0	1	14%	1	50%	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	3	42%	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	14%	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	14%	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	50%	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	50%	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	50%	0	0	0	0

Findings Without Hearing	0	0	0	0	1	14%	0	0	0	0	0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	100%	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	1	100%	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in	**Comparative Data Previous Fiscal Year Data**					**3rd Qtr 2009**
	2004	**2005**	**2006**	**2007**	**2008**	
Total complaints from previous Fiscal Years	165	76	82	68	81	92
Total Complainants	129	65	71	62	77	87
Number complaints pending						
Investigation	1	0	0	2	3	1
Hearing	37	23	22	16	16	35
Final Action	115	31	40	33	51	36
Appeal with EEOC Office of Federal Operations	115	31	40	17	11	20

Complaint Investigations	**Comparative Data Previous Fiscal Year Data**					**3rd Qtr 2009**
	2004	**2005**	**2006**	**2007**	**2008**	
Pending Complaints Where Investigations Exceeds Required Time Frames	4	4	4	10	39	6