

USCIS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT

Complaint Activity	Comparative Data						2014 thru 3/31
	Previous Fiscal Year Data						
	2008	2009	2010	2011	2012	2013	
Number of Complaints Filed	98	94	129	82	114	131	39
Number of Complainants	87	88	125	79	108	120	37
Repeat Filers	11	6	4	3	6	11	2

Complaints by Basis	Comparative Data						2014 thru 3/31
	Previous Fiscal Year Data						
	2008	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>							
Race	36	37	51	32	46	54	17
Color	18	15	20	11	24	25	4
Religion	9	9	8	6	5	7	2
Reprisal	38	37	62	40	67	81	21
Sex	42	33	54	32	37	57	14
PDA					0	0	0
National Origin	18	21	37	16	28	31	8
Equal Pay Act	1	0	0	0	0	0	0
Age	29	34	60	41	59	63	7
Disability	29	26	32	34	37	50	20
GINA	0	0	0	0	1	0	0
Non-EEO	5	3	3	5	5	10	4

Complaints by Issue	Comparative Data						2014 thru 3/31
	Previous Fiscal Year Data						
	2008	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>							
Appointment/Hire	1	1	1	4	4	4	3
Assignment of Duties	0	4	10	6	4	5	0
Awards	1	0	1	1	1	6	0
Conversion to Full-time	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	0	0	3	1	0	2	0
Reprimand	5	5	10	7	9	10	1
Suspension	3	7	1	5	4	4	4
Removal	2	2	8	3	1	3	0
Other	0	0	0	0	0	0	0
Duty Hours	0	0	2	0	1	2	0
Evaluation Appraisal	7	13	24	13	17	21	8
Examination/Test	0	0	0	0	0	1	0
Harassment							
Non-Sexual	35	29	48	22	35	55	14
Sexual	2	1	5	2	2	9	1
Medical Examination	0	0	1	0	0	0	0
Pay (Including Overtime)	1	1	0	0	0	1	0
Promotion/Non-Selection	38	28	30	27	55	43	13
Reassignment							
Denied	3	2	2	0	1	6	2
Directed	4	3	6	1	3	6	1
Reasonable Accommodation	7	6	8	11	11	17	3
Reinstatement	0	0	0	0	0	0	0
Retirement	1	1	1	1	3	0	0
Termination	7	9	1	3	6	11	3
Terms/Conditions of Employment	27	29	44	14	28	30	6
Time and Attendance	5	6	6	1	6	4	1
Training	2	3	7	2	10	3	1
Other - Constructive Discharge	0	0	0	0	0	3	0

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Processing Time	Comparative Data						2014 thru 3/31
	Previous Fiscal Year Data						
	2008	2009	2010	2011	2012	2013	
Complaints pending during fiscal year							
Average number of days in investigation stage	216.7	186	154	132.7	147.7	160.3	183.98
Average number of days in final action stage	263.4	209	411	191.3	64.83	77.52	108.62
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation stage	204.6	184	140	132.3	150.5	159.5	196.44
Average number of days in final action stage	120.3	111	32	20.69	20.88	23.65	17.8
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation stage	243.6	189	170	133	137.5	161.1	164.18
Average number of days in final action stage	883.7	546	689	283.8	152.8	124.2	125.44

Complaints Dismissed by Agency	Comparative Data						2014 thru 3/31
	Previous Fiscal Year Data						
	2008	2009	2010	2011	2012	2013	
Total Complaints Dismissed by Agency	23	33	26	13	12	13	7
Average days pending prior to dismissal	171	145	35	105	160	177	75
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	16	7	9	7	9	16	3

Total Final Actions Finding Discrimination	Comparative Data												2014 thru 3/31	
	Previous Fiscal Year Data													
	2008		2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		1		1		2		0	
Without Hearing	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%
With Hearing	0	0%	0	0%	1	100%	0	0%	1	100%	2	100%	0	0%

Findings of Discrimination Rendered by Basis	Comparative Data													
	Previous Fiscal Year Data													
	2008		2009		2010		2011		2012		2013		2014 thru 3/31	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>														
Total Number Findings	0		0		1		1		1		2		0	
Race	0	0%	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%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	1	100%	1	100%	0	0%	2	100%	0	0%
Sex	0	0%	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%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Findings After Hearing														
	0	0	0	0	1	100%	0	0	1		2		0	
Race	0	0	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	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100%	0	0	0	0	2	100%	0	0
Sex	0	0	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	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100%	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	50%	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing														
	0	0	0	0	0	0	1	100%	0	0	0	0	0	0
Race	0	0	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	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100%	0	0	0	0	0	0
Sex	0	0	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	0	0
Equal Pay Act	0	0	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	0	0
Disability	0	0	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	0	0

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data												2014 thru 3/31	
	2008		2009		2010		2011		2012		2013		#	%
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		1		1		1		2		0	
Appointment/Hire	0	0	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	0	0
Awards	0	0	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	0	0
Disciplinary Action	0	0	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	0	0
Reprimand	0	0	0	0	0	0	1	100%	0	0	1	50%	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	50%	0	0
Removal	0	0	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	0	0
Duty Hours	0	0	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	0	0
Examination/Test	0	0	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	0	0
Non-Sexual	0	0	0	0	1	100%	0	0	0	0	0	0	0	0
Sexual	0	0	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	0	0
Pay (Including Overtime)	0	0	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	0	0
Reassignment	0	0	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	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	50%	0	0
Reinstatement	0	0	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	0	0
Termination	0	0	0	0	0	0	0	0	1	100%	0	0	0	0
Terms/Conditions of Employment	0	0	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	0	0
Training	0	0	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	0	0
Findings After Hearing														
	0		0		0		0		1		2		0	
Appointment/Hire	0	0	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	0	0
Awards	0	0	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	0	0
Disciplinary Action	0	0	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	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	50%	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	50%	0	0
Removal	0	0	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	0	0
Evaluation Appraisal	0	0	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	0	0
Harassment	0	0	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	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Medical Examination	0	0	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	0	0
Promotion/Non-Selection	0	0	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	0	0
Denied	0	0	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	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	50%	0	0
Reinstatement	0	0	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	0	0
Termination	0	0	0	0	0	0	0	0	1	100%	0	0	0	0
Terms/Conditions of Employment	0	0	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	0	0
Training	0	0	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	0	0
Findings Without Hearing														
Appointment/Hire	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Assignment of Duties	0	0	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	0	0
Conversion to Full-time	0	0	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	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	100%	0	0	0	0	0	0
Suspension	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
Other	0	0	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	0	0
Evaluation Appraisal	0	0	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	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	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	0	0
Pay (Including Overtime)	0	0	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	0	0
Reassignment	0	0	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	0	0
Directed	0	0	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	0	0
Reinstatement	0	0	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	0	0
Termination	0	0	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	0	0
Time and Attendance	0	0	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	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2014 thru 3/31
	Previous Fiscal Year Data						
	2008	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years	81	80	67	69	112	149	166
Total Complainants	77	76	60	63	96	133	150
Number complaints pending							
Investigation	3	0	0	0	0	0	6
ROI Issued, pending Complainant's action					0	0	1
Hearing	16	31	32	52	46	55	103
Final Action	51	30	12	3	8	4	4
Appeal with EEOC Office of Federal Operations	11	19	23	14	22	33	42

Complaint Investigations	Comparative Data						2014 thru 3/31
	Previous Fiscal Year Data						
	2008	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceeds Required Time Frames	39	5	0	1	0	0	0