

USCIS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT:
Data as of December 31, 2009 - 1st Quarter 2010

Complaint Activity	Comparative Data						2010 Thru 12 30
	Previous Fiscal Year Data						
	2004	2005	2006	2007	2008	2009	
Number of Complaints	90	126	96	94	98	94	36
Number of Complainants	78	114	84	91	87	88	36
Repeat Filers	9	8	5	3	11	6	0

Complaints by Basis	Comparative Data						2010 Thru 12 30
	Previous Fiscal Year Data						
	2004	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total</i>							
Race	125	30	41	32	36	37	15
Color	0	6	16	17	18	15	3
Religion	20	12	4	1	9	9	2
Reprisal	174	31	47	35	38	37	14
Sex	125	26	26	37	42	33	10
National Origin	52	16	20	22	18	21	10
Equal Pay Act	0	0	0	1	1	0	0
Age	106	21	36	32	29	34	15
Disability	78	33	31	11	29	26	8
Non-EEO	7	6	8	3	5	3	1

Complaints by Issue	Comparative Data						2010 Thru 12 30
	Previous Fiscal Year Data						
	2004	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total</i>							
Appointment/Hire	0	2	7	4	1	1	0
Assignment of Duties	14	2	4	7	0	4	1
Awards	2	0	0	0	1	0	0
Conversion to Full-time	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	6	3	1	3	0	0	1
Reprimand	7	6	3	7	5	5	1
Removal	13	3	6	3	2	2	0
Suspension	33	3	4	2	3	7	2
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0
Evaluation Appraisal	37	14	6	11	7	13	10
Examination/Test	0	0	0	1	0	0	0
Harassment							
Non-Sexual	76	19	19	27	35	29	13
Sexual	13	10	0	6	2	1	2
Medical Examination	0	0	0	0	0	0	0
Pay (Including Overtime)	3	7	3	2	1	1	0
Promotion/Non-Selection	88	32	33	35	38	28	5
Reassignment							
Denied	0	0	0	5	3	2	1
Directed	1	8	2	4	4	3	3
Reasonable	11	1	4	3	7	6	2
Reinstatement	1	0	0	1	0	0	0
Retirement	0	0	1	0	1	1	0
Termination	33	5	6	11	7	9	4
Terms/Conditions of Employment	60	15	17	18	27	29	14
Time and Attendance	13	3	2	7	5	6	3
Training	11	6	1	3	2	3	0
Other	0	4	0	0	0	0	0

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Processing Time	Comparative Data							2010 Thru 12 30
	Previous Fiscal Year Data							
	2004	2005	2006	2007	2008	2009		
Complaints pending during fiscal year								
Average number of days in investigation			264	225.1	216.7	186	166	
Average number of days in final action			273	281.5	263.4	209	203	
Complaint pending during fiscal year where hearing was requested								
Average number of days in investigation	1082	170	323	272.8	204.6	184	162	
Average number of days in final action	1147	702	299	162.6	120.3	111	97	
Complaint pending during fiscal year where hearing was not requested								
Average number of days in investigation	690	148	213	167.1	243.6	189	175	
Average number of days in final action	876	565	409	426.3	883.7	546	505	

Complaints Dismissed by Agency	Comparative Data							2010 Thru 12 30
	Previous Fiscal Year Data							
	2004	2005	2006	2007	2008	2009		
Total Complaints Dismissed by Agency	26	45	21	22	23	33	7	
Average days pending prior to dismissal	232	610	123	172.9	171	145	42	
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	12	8	7	12	16	7	0	

Total Final Actions Finding Discrimination	Comparative Data												2010 Thru 12-30	
	Previous Fiscal Year Data													
	2004		2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1		1		7		2		0		0		0	
Without Hearing	0	0	0	0	1	15%	0	0	0	0	0	0	0	0
With Hearing	1	100%	1	100%	6	85%	2	100%	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data													
	Previous Fiscal Year Data													
													2010 Thru 12-30	
	2004		2005		2006		2007		2008		2009			
#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		1		7		2		0		0		0	
Race	1	100%	0	0	5	71%	0	0	0	0	0	0	0	0
Color	1	100%	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	1	14%	1	50%	0	0	0	0	0	0
Reprisal	1	100%	0	0	1	14%	1	50%	0	0	0	0	0	0
Sex	1	100%	0	0	4	57%	1	50%	0	0	0	0	0	0
National Origin	0	0	1	100%	1	14%	1	50%	0	0	0	0	0	0
Equal Pay Act	1	100%	1	100%	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	14%	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 After Hearing	1	100%	1	100%	6	86%	2	100%	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	3	42%	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	0	0	0	0	1	14%	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	1	14%	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	50%	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	50%	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	1	50%	0	0	0	0	0	0
Findings Without	0	0	0	0	1	14%	0	0	0	0	0	0	0	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	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	1	100%	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	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						2010 Thru 12 30
	Previous Fiscal Year Data						
	2004	2005	2006	2007	2008	2009	
Total complaints from previous Fiscal Years	165	76	82	68	81	80	138
Total Complainants	129	65	71	62	77	76	122
Number complaints pending							
Investigation	1	0	0	2	3	0	3
Hearing	37	23	22	16	16	31	67
Final Action	115	31	40	33	51	30	43
Appeal with EEOC Office of Federal	115	31	40	17	11	19	25

Complaint Investigations	Comparative Data						2010 Thru 12 30
	Previous Fiscal Year Data						
	2004	2005	2006	2007	2008	2009	
Pending Complaints Where Investigations Exceeds Required Time Frames	4	4	4	10	39	5	0