

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

Complaint Activity	Comparative Data						2017 thru Dec. 31
	Previous Fiscal Year Data						
	2011	2012	2013	2014	2015	2016	
Number of Complaints Filed	82	114	131	83	90	87	16
Number of Complainants	79	108	120	79	89	86	16
Repeat Filers	3	6	11	4	1	1	0

Complaints by Basis	Comparative Data						2017 thru Dec. 31
	Previous Fiscal Year Data						
	2011	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>							
Race	32	46	54	38	45	44	4
Color	11	24	25	12	18	25	2
Religion	6	5	7	7	3	9	1
Reprisal	40	67	81	44	50	53	9
Sex	32	37	57	31	35	37	4
PDA		0	0	0	1	1	0
National Origin	16	28	31	18	21	20	2
Equal Pay Act	0	0	0	0	0	0	0
Age	41	59	63	28	41	42	3
Disability	34	37	50	42	29	25	7
GINA	0	1	0	0	0	0	0
Non-EEO	5	5	10	7	6	2	2

Complaints by Issue	Comparative Data						2017 thru Dec. 31
	Previous Fiscal Year Data						
	2011	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>							
Appointment/Hire	4	4	4	8	7	14	1
Assignment of Duties	6	4	5	0	5	3	0
Awards	1	1	6	1	0	1	0
Conversion to Full-time	0	0	0	0	0	0	0
4							
Demotion	1	0	2	2	0	2	1
Reprimand	7	9	10	1	6	4	1
Suspension	5	4	4	4	3	2	0
Removal	3	1	3	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	0	1	2	1	0	2	0
Evaluation Appraisal	13	17	21	11	9	10	4
Examination/Test	0	0	1	0	0	0	0
Harassment							
Non-Sexual	22	35	55	31	41	36	9
Sexual	2	2	9	1	1	0	0
Medical Examination	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	3	0	0	1
Promotion/Non-Selection	27	55	43	29	37	35	3
Reassignment							
Denied	0	1	6	1	0	1	0
Directed	1	3	6	3	4	3	1
Reasonable Accommodation	11	11	17	7	12	5	1
Reinstatement	0	0	0	0	0	0	0
Retirement	1	3	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0
Telework	0	0	0	0	0	1	0
Termination	3	6	11	6	2	6	0
Terms/Conditions of Employment	14	28	30	13	16	10	3
Time and Attendance	1	6	4	1	4	2	0
Training	2	10	3	0	1	2	0
Other - Constructive Discharge	0	0	3	0	1	0	0

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Processing Time	Comparative Data						2017 thru Dec. 31
	Previous Fiscal Year Data						
	2011	2012	2013	2014	2015	2016	
Complaints pending during fiscal year							
Average number of days in investigation stage	132.7	147.7	160.3	194.5	189.1	220.6	253.31
Average number of days in final action stage	191.3	64.83	77.52	74.48	50.66	83.81	89.56
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation stage	132.3	150.5	159.5	199.8	202.2	220.3	265.33
Average number of days in final action stage	20.69	20.88	23.65	38.79	47.62	31.17	54.33
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation stage	133	137.5	161.1	180.3	164	223.2	246.25
Average number of days in final action stage	283.8	152.8	124.2	99.59	55.56	156.2	160

Complaints Dismissed by Agency	Comparative Data						2017 thru Dec. 31
	Previous Fiscal Year Data						
	2011	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	13	12	13	14	7	6	1
Average days pending prior to dismissal	105	160	177	85	231	303	180
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	9	7	9	6	18	9	6

Total Final Actions Finding Discrimination	Comparative Data												2017 thru Dec. 31	
	Previous Fiscal Year Data													
	2011		2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		2		0		0		3		0	
Without Hearing	1	100%	0	0%	0	0%	0	0%	0	0%	2	67%	0	0%
With Hearing	0	0	1	100%	2	100%	0	0%	0	0%	1	33%	0	0%

Findings of Discrimination Rendered by Basis	Comparative Data													
	Previous Fiscal Year Data													
	2011		2012		2013		2014		2015		2016		2017 thru Dec. 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	1		1		2		0		0		3		0	
Race	0	0	0	0	0	0	0	0	0	0	1	33%	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	1	33%	0	0
Reprisal	1	100%	0	0	2	100%	0	0	0	0	1	33%	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	33%	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	1	100%	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	50%	0	0	0	0	1	33%	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		2		0		0		1		0	
Race	0	0	0	0	0	0	0	0	0	0	1	###	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	2	100%	0	0	0	0	1	###	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	1	100%	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	50%	0	0	0	0	1	###	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		0		0		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	1	50%	0	0
Reprisal	1	100%	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	50%	0	0

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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												2017 thru Dec. 31	
	2011		2012		2013		2014		2015		2016		#	%
	#	%	#	%	#	%	#	%	#	%				
Total Number Findings	1		1		2		0		0		3		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	1	100%	0	0	1	50%	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	50%	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	3	###	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	1	33%	0	0	0
Reasonable Accommodation	0	0	0	0	1	50%	0	0	0	1	33%	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	1	100%	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
Findings After Hearing	0		1		2		0		0		1		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	1	50%	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	50%	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
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	1	###	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	1	50%	0	0	0	1	###	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	1	100%	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
Findings Without Hearing	1		0		0		0		0		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

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

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	1	100%	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	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	2	###	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	1	50%	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						2017 thru Dec. 31
	Previous Fiscal Year Data						
	2011	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	112	149	165	165	86	115	165
Total Complainants	96	133	149	149	78	104	146
Number complaints pending							
Investigation	0	0	0	1	0	0	30
ROI Issued, pending Complainant's action	0	0	0	0	0	0	5
Hearing	52	46	55	88	80	100	114
Final Action	3	8	4	6	7	15	18
Appeal with EEOC Office of Federal Operations	14	22	33	63	31	35	58

Complaint Investigations	Comparative Data						2017 thru Dec. 31
	Previous Fiscal Year Data						
	2011	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceeds Required Time Frames	0	1	0	0	0	0	1