

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

Complaint Activity	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 30-Jun
	2011	2012	2013	2014	2015	2016	
Number of Complaints Filed	82	117	134	89	93	93	65
Number of Complainants	79	0	123	85	92	92	65
Repeat Filers	3	0	10	4	1	1	0

Complaints by Basis	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 30-Jun
	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	48	56	41	47	46	25
Color	11	24	26	12	18	28	11
Religion	6	5	9	7	5	8	2
Reprisal	40	71	84	51	53	59	34
Sex	32	0	57	37	36	37	22
PDA	0	0	0	0	1	1	0
National Origin	16	0	33	19	22	21	15
Equal Pay Act	0	0	0	0	0	0	0
Age	41	0	62	32	42	43	19
Disability	34	0	44	37	30	26	31
Genetics	0	1	0	0	0	0	0
Non-EEO	5	0	11	7	6	2	4

Complaints by Issue	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 30-Jun
	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>							
Appointment/Hire	4	5	5	8	7	14	0
Assignment of Duties	6	3	4	0	6	4	0
Awards	1	2	5	2	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0
<b>Disciplinary Action</b>							
Demotion	1	0	2	2	0	2	2
Reprimand	7	0	11	1	6	5	2
Suspension	5	0	4	5	3	2	2
Removal	3	1	2	0	0	0	1
Other	0	0	0	0	0	0	4
Duty Hours	0	0	2	1	0	2	0
Perf. Eval. / Appraisal	13	0	21	14	13	14	15
Examination/Test	0	0	1	0	0	0	0
<b>Harassment</b>							
Non-Sexual	22	0	60	36	43	39	27
Sexual	2	0	9	1	1	0	0
Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	1	3	1	1	1
Promotion/Non-Selection	27	0	46	32	37	36	22
<b>Reassignment</b>							
Denied	0	0	6	2	0	2	1
Directed	1	0	5	3	4	4	3
Reasonable Accommodation Disability	11	0	16	7	13	5	10
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement	1	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0
Telework	0	0	0	0	0	1	3
Termination	3	0	12	6	3	6	8
Terms/Conditions of Employment	14	0	29	13	16	12	3
Time and Attendance	1	0	4	1	4	2	2
Training	2	0	3	0	2	3	1
<b>Other</b>							
Constructive Discharge	0	0	3	0	1	0	0

Processing Time	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 30-Jun
	2011	2012	2013	2014	2015	2016	
Complaints pending during fiscal year							
Average number of days in investigation	132.67	0	160.42	194.63	189.25	220.63	251.02
Average number of days in final action	191.32	0	77.52	74.48	50.28	93.61	103.94
Average number of days in investigation	132.3	0	158.48	199.81	202.16	223.14	259.64
Average number of days in final action	20.69	0	23.65	38.79	47.62	52.9	55.41
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	132.96	0	162.75	180.33	164	223.14	239.43
Average number of days in final action	283.75	0	124.2	99.59	54.56	156.23	172.77

Complaints Dismissed by Agency	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 30-Jun
	2011	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	13	11	12	13	7	6	6
Average days pending prior to dismissal	105	160	158	85	231	303	228
<b>Complaints Withdrawn by Complainants</b>							
Total Complaints Withdrawn by Complainants	9	10	16	6	18	9	8



<b>Findings After Hearing</b>	0	0	1	2	0	0	0	0	1	0	0	0	0
Appointment/Hire	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
Awards	0	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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
Reprimand	0	0	0	1	50	0	0	0	0	0	0	0	0
Suspension	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
Other	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
Perf. Eval./ Appraisal	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
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	1	100	0	0
Sexual	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
Pay including overtime	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
Reassignment													
Denied	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
Reasonable Accommodation Disability	0	0	0	1	50	0	0	0	0	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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
Terms/Conditions of Employment	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
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Workforce transformation	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	1	0	0	0	0	0	0	0	2	1	0	0	0
Appointment/Hire	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
Awards	0	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action													
Demotion	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
Suspension	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
Other	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
Perf. Eval./ Appraisal	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
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	2	100	1	100	0
Sexual	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
Pay including overtime	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
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	50	0	0	0
Reasonable Accommodation Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	1	100	0
Time and Attendance	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
Other - User Define													
Workforce transformation	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 30-Jun
	2011	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	112	113	149	97	89	116	140
Total Complainants	96	97	133	87	81	105	124
<b>Number complaints pending</b>							
Investigation	0	0	0	1	0	0	4
ROI issued, pending Complainant's action	0	0	0	0	0	0	3
Hearing	#	45	54	87	80	101	118
Final Agency Action	3	8	5	6	8	14	14
Appeal with EEOC Office of Federal Operations	#	23	34	68	29	55	66

Complaint Investigations	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 30-Jun
	2011	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	0	3	1	1	0	0	1