

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

Complaint Activity	Comparative Data						2016 thru Dec 31
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
Number of Complaints Filed	129	82	114	131	83	90	27
Number of Complainants	125	79	108	120	79	89	27
Repeat Filers	4	3	6	11	4	1	0

Complaints by Basis	Comparative Data						2016 thru Dec 31
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>							
Race	51	32	46	54	38	45	13
Color	20	11	24	25	12	18	6
Religion	8	6	5	7	7	3	1
Reprisal	62	40	67	81	44	50	13
Sex	54	32	37	57	31	35	10
PDA			0	0	0	1	0
National Origin	37	16	28	31	18	21	3
Equal Pay Act	0	0	0	0	0	0	0
Age	60	41	59	63	28	41	10
Disability	32	34	37	50	42	29	8
GINA	0	0	1	0	0	0	0
Non-EEO	3	5	5	10	7	6	1

Complaints by Issue	Comparative Data						2016 thru Dec 31
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>							
Appointment/Hire	1	4	4	4	8	7	2
Assignment of Duties	10	6	4	5	0	5	0
Awards	1	1	1	6	1	0	0
Conversion to Full-time	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	3	1	0	2	2	0	0
Reprimand	10	7	9	10	1	6	0
Suspension	1	5	4	4	4	3	1
Removal	8	3	1	3	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	2	0	1	2	1	0	0
Evaluation Appraisal	24	13	17	21	11	9	2
Examination/Test	0	0	0	1	0	0	0
Harassment							
Non-Sexual	48	22	35	55	31	41	6
Sexual	5	2	2	9	1	1	0
Medical Examination	1	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	3	0	0
Promotion/Non-Selection	30	27	55	43	29	37	15
Reassignment							
Denied	2	0	1	6	1	0	0
Directed	6	1	3	6	3	4	1
Reasonable Accommodation	8	11	11	17	7	12	2
Reinstatement	0	0	0	0	0	0	0
Retirement	1	1	3	0	0	0	0
Termination	1	3	6	11	6	2	2
Terms/Conditions of Employment	44	14	28	30	13	16	6
Time and Attendance	6	1	6	4	1	4	1
Training	7	2	10	3	0	1	1
Other - Constructive Discharge	0	0	0	3	0	1	0

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Processing Time	Comparative Data						2016 thru Dec 31
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
Complaints pending during fiscal year							
Average number of days in investigation stage	154	132.7	147.7	160.3	194.5	189.1	204.33
Average number of days in final action stage	411	191.3	64.83	77.52	74.48	50.66	69.38
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation stage	140	132.3	150.5	159.5	199.8	202.2	191.5
Average number of days in final action stage	32	20.69	20.88	23.65	38.79	47.62	41.57
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation stage	170	133	137.5	161.1	180.3	164	219
Average number of days in final action stage	689	283.8	152.8	124.2	99.59	55.56	264

Complaints Dismissed by Agency	Comparative Data						2016 thru Dec 31
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	26	13	12	13	14	7	1
Average days pending prior to dismissal	35	105	160	177	85	231	72
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	7	9	7	9	6	18	2

Total Final Actions Finding Discrimination	Comparative Data										2016 thru Dec 31			
	Previous Fiscal Year Data													
	2010		2011		2012		2013		2014				2015	
#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		1		1		2		0		0		2	
Without Hearing	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	50%
With Hearing	1	100%	0	0%	1	100%	2	100%	0	0%	0	0%	1	50%

Findings of Discrimination Rendered by Basis	Comparative Data												2016 thru Dec 31	
	Previous Fiscal Year Data													
	2010		2011		2012		2013		2014		2015			
#	%	#	%	#	%	#	%	#	%	#	%	#	%	
<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		1		2		0		0		2	
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%
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	1	100%	1	100%	0	0%	2	100%	0	0%	0	0%	1	50%
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%	1	100%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	1	50%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Findings After Hearing	1		0		1		2		0		0		1	
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
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	1	100%	0	0%	0	0%	2	100%	0	0%	0	0%	1	100%
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%	1	100%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	1	100%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Findings Without Hearing	0		1		0		0		0		0		1	
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%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
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%

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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												2016 thru Dec 31	
	2010		2011		2012		2013		2014		2015		#	%
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1		1		1		2		0		0		2	
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	1	100%	0	0	1	50%	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	50%	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	1	100%	0	0	0	0	0	0	0	0	0	0	2	100%
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	1	50%	0	0	0	0	1	50%
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	100%	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		0		1		2		0		0		1	
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	50%	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	50%	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	1	100%	0	0	0	0	0	0	0	0	0	0	1	100%
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	1	50%	0	0	0	0	1	100%
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	100%	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	0		1		0		0		0		0		1	
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

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Reprimand	0	0	1	100%	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	0	0	1	100%
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						2016 thru Dec 31
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	69	112	149	165	165	86	150
Total Complainants	63	96	133	149	149	78	134
Number complaints pending							
Investigation	0	0	0	0	1	0	32
ROI Issued, pending Complainant's action			0	0	0	0	5
Hearing	32	52	46	55	88	80	105
Final Action	12	3	8	4	6	7	6
Appeal with EEOC Office of Federal Operations	23	14	22	33	63	31	21

Complaint Investigations	Comparative Data						2016 thru Dec 31
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceeds Required Time Frames	0	1	0	0	0	0	0