

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

Complaint Activity	Comparative Data						2015 thru Sep 30
	Previous Fiscal Year Data						
	2009	2010	2011	2012	2013	2014	
Number of Complaints Filed	94	129	82	114	131	83	90
Number of Complainants	88	125	79	108	120	79	89
Repeat Filers	6	4	3	6	11	4	1

Complaints by Basis	Comparative Data						2015 thru Sep 30
	Previous Fiscal Year Data						
	2009	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>							
Race	37	51	32	46	54	38	45
Color	15	20	11	24	25	12	18
Religion	9	8	6	5	7	7	3
Reprisal	37	62	40	67	81	44	50
Sex	33	54	32	37	57	31	35
PDA				0	0	0	1
National Origin	21	37	16	28	31	18	21
Equal Pay Act	0	0	0	0	0	0	0
Age	34	60	41	59	63	28	41
Disability	26	32	34	37	50	42	29
GINA	0	0	0	1	0	0	0
Non-EEO	3	3	5	5	10	7	6

Complaints by Issue	Comparative Data						2015 thru Sep 30
	Previous Fiscal Year Data						
	2009	2010	2011	2012	2013	2014	
<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	4	4	4	8	7
Assignment of Duties	4	10	6	4	5	0	5
Awards	0	1	1	1	6	1	0
Conversion to Full-time	0	0	0	0	0	0	0
<b>Disciplinary Action</b>							
Demotion	0	3	1	0	2	2	0
Reprimand	5	10	7	9	10	1	6
Suspension	7	1	5	4	4	4	3
Removal	2	8	3	1	3	0	0
Other	0	0	0	0	0	0	0
Duty Hours	0	2	0	1	2	1	0
Evaluation Appraisal	13	24	13	17	21	11	9
Examination/Test	0	0	0	0	1	0	0
<b>Harassment</b>							
Non-Sexual	29	48	22	35	55	31	41
Sexual	1	5	2	2	9	1	1
Medical Examination	0	1	0	0	0	0	0
Pay (Including Overtime)	1	0	0	0	1	3	0
Promotion/Non-Selection	28	30	27	55	43	29	37
<b>Reassignment</b>							
Denied	2	2	0	1	6	1	0
Directed	3	6	1	3	6	3	4
Reasonable Accommodation	6	8	11	11	17	7	12
Reinstatement	0	0	0	0	0	0	0
Retirement	1	1	1	3	0	0	0
Termination	9	1	3	6	11	6	2
Terms/Conditions of Employment	29	44	14	28	30	13	16
Time and Attendance	6	6	1	6	4	1	4
Training	3	7	2	10	3	0	1
Other - Constructive Discharge	0	0	0	0	3	0	1

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Processing Time	Comparative Data						2015 thru Sep 30
	Previous Fiscal Year Data						
	2009	2010	2011	2012	2013	2014	
<b>Complaints pending during fiscal year</b>							
Average number of days in investigation stage	186	154	132.7	147.7	160.3	194.5	189.09
Average number of days in final action stage	209	411	191.3	64.83	77.52	74.48	50.66
<b>Complaint pending during fiscal year where hearing was requested</b>							
Average number of days in investigation stage	184	140	132.3	150.5	159.5	199.8	202.24
Average number of days in final action stage	111	32	20.69	20.88	23.65	38.79	47.62
<b>Complaint pending during fiscal year where hearing was not requested</b>							
Average number of days in investigation stage	189	170	133	137.5	161.1	180.3	164
Average number of days in final action stage	546	689	283.8	152.8	124.2	99.59	55.56

Complaints Dismissed by Agency	Comparative Data						2015 thru Sep 30
	Previous Fiscal Year Data						
	2009	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	33	26	13	12	13	14	7
Average days pending prior to dismissal	145	35	105	160	177	85	231
<b>Complaints Withdrawn by Complainants</b>							
Total Complaints Withdrawn by Complainants	16	7	9	7	9	6	18

Total Final Actions Finding Discrimination	Comparative Data										2015 thru Sep 30			
	Previous Fiscal Year Data													
	2009		2010		2011		2012		2013				2014	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	1	0	1	0	1	0	2	0	0	0	0	0
Without Hearing	0	0	0	0	1	100%	0	0%	0	0%	0	0%	0	0%
With Hearing	0	0	1	100%	0	0	1	100%	2	100%	0	0%	0	0%

Findings of Discrimination Rendered by Basis	Comparative Data												2015 thru Sep 30	
	Previous Fiscal Year Data													
	2009		2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>														
<b>Total Number Findings</b>	0	0	1	0	1	0	1	0	2	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	1	100%	1	100%	0	0	2	100%	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	1	100%	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50%	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>	0	0	1	100%	0	0	1	0	2	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	1	100%	0	0	0	0	2	100%	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	1	100%	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50%	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0	0	0	0	1	100%	0	0	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	1	100%	0	0	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

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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												2015 thru Sep 30	
	2009		2010		2011		2012		2013		2014		#	%
	#	%	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>	0		1		1		1		2		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	1	100%	0	0	1	50%	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	50%	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	1	100%	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	1	50%	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	1	100%	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
<b>Findings After Hearing</b>	0		0		0		1		2		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	1	50%	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	50%	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	1	100%	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	1	50%	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	1	100%	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
<b>Findings Without Hearing</b>	0		0		1		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

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Reprimand	0	0	0	0	1	100%	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	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						2015 thru Sep 30
	Previous Fiscal Year Data						
	2009	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years	67	69	112	149	165	165	86
Total Complainants	60	63	96	133	149	149	78
<b>Number complaints pending</b>							
Investigation	0	0	0	0	0	1	0
ROI Issued, pending Complainant's action				0	0	0	0
Hearing	31	32	52	46	55	88	80
Final Action	30	12	3	8	4	6	7
Appeal with EEOC Office of Federal Operations	19	23	14	22	33	63	31

Complaint Investigations	Comparative Data						2015 thru Sep 30
	Previous Fiscal Year Data						
	2009	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceeds Required Time Frames	5	0	1	0	0	0	0