

USCIS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT:
Data as of December 31, 2010 - 1st Quarter 2011

Complaint Activity	Comparative Data						2011 Thru 12 30
	Previous Fiscal Year Data						
	2005	2006	2007	2008	2009	2010	
Number of Complaints	126	96	94	98	94	129	24
Number of Complainants	114	84	91	87	88	125	24
Repeat Filers	8	5	3	11	6	4	0

Complaints by Basis	Comparative Data						2011 Thru 12 30
	Previous Fiscal Year Data						
	2005	2006	2007	2008	2009	2010	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total</i>							
Race	30	41	32	36	37	51	12
Color	6	16	17	18	15	20	6
Religion	12	4	1	9	9	8	3
Reprisal	31	47	35	38	37	62	6
Sex	26	26	37	42	33	54	12
National Origin	16	20	22	18	21	37	6
Equal Pay Act	0	0	1	1	0	0	0
Age	21	36	32	29	34	60	18
Disability	33	31	11	29	26	32	5
GINA	0	0	0	0	0	0	1
Non-EEO	6	8	3	5	3	3	2

Complaints by Issue	Comparative Data						2011 Thru 12 30
	Previous Fiscal Year Data						
	2005	2006	2007	2008	2009	2010	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total</i>							
Appointment/Hire	2	7	4	1	1	1	1
Assignment of Duties	2	4	7	0	4	10	1
Awards	0	0	0	1	0	1	0
Conversion to Full-time	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	3	1	3	0	0	3	1
Reprimand	6	3	7	5	5	10	2
Removal	3	6	3	2	2	8	1
Suspension	3	4	2	3	7	1	1
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	2	0
Evaluation Appraisal	14	6	11	7	13	24	6
Examination/Test	0	0	1	0	0	0	0
Harassment							
Non-Sexual	19	19	27	35	29	48	6
Sexual	10	0	6	2	1	5	0
Medical Examination	0	0	0	0	0	1	0
Pay (Including Overtime)	7	3	2	1	1	0	0
Promotion/Non-Selection	32	33	35	38	28	30	6
Reassignment							
Denied	0	0	5	3	2	2	0
Directed	8	2	4	4	3	6	0
Reasonable	1	4	3	7	6	8	2
Reinstatement	0	0	1	0	0	0	0
Retirement	0	1	0	1	1	1	0
Termination	5	6	11	7	9	1	2
Terms/Conditions of Employment	15	17	18	27	29	44	1
Time and Attendance	3	2	7	5	6	6	0
Training	6	1	3	2	3	7	1
Other	4	0	0	0	0	0	0

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Processing Time	Comparative Data						2011 Thru 12 30
	Previous Fiscal Year Data						
	2005	2006	2007	2008	2009	2010	
Complaints pending during fiscal year							
Average number of days in investigation		264	225.1	216.7	186	154	153
Average number of days in final action		273	281.5	263.4	209	411	179
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	170	323	272.8	204.6	184	140	165
Average number of days in final action	702	299	162.6	120.3	111	32	20
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	148	213	167.1	243.6	189	170	140
Average number of days in final action	565	409	426.3	883.7	546	689	319

Complaints Dismissed by Agency	Comparative Data						2011 Thru 12 30
	Previous Fiscal Year Data						
	2005	2006	2007	2008	2009	2010	
Total Complaints Dismissed by Agency	45	21	22	23	33	26	5
Average days pending prior to dismissal	610	123	172.9	171	145	35	179
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	8	7	12	16	7	9	1

Total Final Actions Finding Discrimination	Comparative Data												2011 Thru 12-30	
	Previous Fiscal Year Data													
	2005		2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		7		2		0		0		1		0	
Without Hearing	0	0	1	15%	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100%	6	85%	2	100%	0	0	0	0	1	100%	0	0

Findings of Discrimination Rendered by Basis	Comparative Data													
	Previous Fiscal Year Data													
	2005		2006		2007		2008		2009		2010		2011 Thru 12-30	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and</i>														
Total Number Findings	1		7		2		0		0		1		0	
Race	0	0	5	71%	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	1	14%	1	50%	0	0	0	0	0	0	0	0
Reprisal	0	0	1	14%	1	50%	0	0	0	0	1	100%	0	0
Sex	0	0	4	57%	1	50%	0	0	0	0	0	0	0	0
National Origin	1	100%	1	14%	1	50%	0	0	0	0	0	0	0	0
Equal Pay Act	1	100%	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	14%	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 After Hearing	1	100%	6	86%	2	100%	0	0	0	0	1	100%	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	3	42%	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	1	14%	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	1	14%	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	50%	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	50%	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	1	50%	0	0	0	0	0	0	0	0
Findings Without	0	0	1	14%	0	0	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	1	100%	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	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						2011 Thru 12 30
	Previous Fiscal Year Data						
	2005	2006	2007	2008	2009	2010	
Total complaints from previous Fiscal Years	76	82	68	81	80	67	130
Total Complainants	65	71	62	77	76	60	116
Number complaints pending							
Investigation	0	0	2	3	0	0	16
Hearing	23	22	16	16	31	32	65
Final Action	31	40	33	51	30	12	25
Appeal with EEOC Office of Federal	31	40	17	11	19	23	24

Complaint Investigations	Comparative Data						2011 Thru 12 30
	Previous Fiscal Year Data						
	2005	2006	2007	2008	2009	2010	
Pending Complaints Where Investigations Exceeds Required Time Frames	4	4	10	39	5	0	0