

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

Complaint Activity	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 31-Mar
	2011	2012	2013	2014	2015	2016	
Number of Complaints Filed	82	117	134	89	93	93	45
Number of Complainants	79	0	123	85	92	92	45
Repeat Filers	3	0	10	4	1	1	0

Complaints by Basis	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 31-Mar
	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	15
Color	11	24	26	12	18	28	7
Religion	6	5	9	7	5	8	1
Reprisal	40	71	84	51	53	59	23
Sex	32	0	57	37	36	37	17
PDA	0	0	0	0	1	1	0
National Origin	16	0	33	19	22	21	9
Equal Pay Act	0	0	0	0	0	0	0
Age	41	0	62	32	42	43	12
Disability	34	0	44	37	30	26	20
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 31-Mar
	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	1
Awards	1	2	5	2	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	1	0	2	2	0	2	2
Reprimand	7	0	11	1	6	5	2
Suspension	5	0	4	5	3	2	0
Removal	3	1	2	0	0	0	0
Other	0	0	0	0	0	0	2
Duty Hours	0	0	2	1	0	2	0
Perf. Eval. / Appraisal	13	0	21	14	13	14	14
Examination/Test	0	0	1	0	0	0	0
Harassment							
Non-Sexual	22	0	60	36	43	39	14
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	18
Reassignment							
Denied	0	0	6	2	0	2	0
Directed	1	0	5	3	4	4	2
Reasonable Accommodation Disability	11	0	16	7	13	5	5
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	5
Terms/Conditions of Employment	14	0	29	13	16	12	3
Time and Attendance	1	0	4	1	4	2	1
Training	2	0	3	0	2	3	0
Other							
Constructive Discharge	0	0	3	0	1	0	0

Processing Time	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 31-Mar
	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	255.78
Average number of days in final action	191.32	0	77.52	74.48	50.28	93.61	130.13
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	132.3	0	158.48	199.81	202.16	223.14	267.55
Average number of days in final action	20.69	0	23.65	38.79	47.62	52.9	75.73
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	245.43
Average number of days in final action	283.75	0	124.2	99.59	54.56	156.23	193.27

Complaints Dismissed by Agency	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 31-Mar
	2011	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	13	11	12	13	7	6	1
Average days pending prior to dismissal	105	160	158	85	231	303	180
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	9	10	16	6	18	9	8

Findings After Hearing	0	0	1	2	0	0	0	0	0	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
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
Findings Without Hearing	1	0	0	0	0	0	0	0	0	2	1	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	0	2	100	1	100
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	1	50	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	0	1	100
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 31-Mar
	2011	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	112	113	149	97	89	116	148
Total Complainants	96	97	133	87	81	105	132
Number complaints pending							
Investigation	0	0	0	1	0	0	17
ROI issued, pending Complainant's action	0	0	0	0	0	0	3
Hearing	#	45	54	87	80	101	113
Final Agency Action	3	8	5	6	8	14	12
Appeal with EEOC Office of Federal Operations	#	23	34	68	29	55	65

Complaint Investigations	Comparative Data						
	Previous Fiscal Year Data						2017 Thru 31-Mar
	2011	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	0	3	1	1	0	0	3