

USCIS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT:
Data as of September 30, 2012

Complaint Activity	Comparative Data						2012
	Previous Fiscal Year Data						
	2006	2007	2008	2009	2010	2011	
Number of Complaints Filed	96	94	98	94	129	82	114
Number of Complainants	84	91	87	88	125	79	108
Repeat Filers	5	3	11	6	4	3	6

Complaints by Basis	Comparative Data						2012
	Previous Fiscal Year Data						
	2006	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>							
Race	41	32	36	37	51	32	46
Color	16	17	18	15	20	11	24
Religion	4	1	9	9	8	6	5
Reprisal	47	35	38	37	62	40	67
Sex	26	37	42	33	54	32	37
National Origin	20	22	18	21	37	16	28
Equal Pay Act	0	1	1	0	0	0	0
Age	36	32	29	34	60	41	59
Disability	31	11	29	26	32	34	37
PDA	0	0	0	0	0	0	0
GINA	0	0	0	0	0	0	1
Non-EEO	8	3	5	3	3	5	5

Complaints by Issue	Comparative Data						2012
	Previous Fiscal Year Data						
	2006	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>							
Appointment/Hire	7	4	1	1	1	4	4
Assignment of Duties	4	7	0	4	10	6	4
Awards	0	0	1	0	1	1	1
Conversion to Full-time	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	1	3	0	0	3	1	0
Reprimand	3	7	5	5	10	7	9
Suspension	4	2	3	7	1	5	4
Removal	6	3	2	2	8	3	1
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	2	0	1
Evaluation Appraisal	6	11	7	13	24	13	17
Examination/Test	0	1	0	0	0	0	0
Harassment							
Non-Sexual	19	27	35	29	48	22	35
Sexual	0	6	2	1	5	2	2
Medical Examination	0	0	0	0	1	0	0
Pay (Including Overtime)	3	2	1	1	0	0	0
Promotion/Non-Selection	33	35	38	28	30	27	55
Reassignment							
Denied	0	5	3	2	2	0	1
Directed	2	4	4	3	6	1	3
Reasonable Accommodation	4	3	7	6	8	11	11
Reinstatement	0	1	0	0	0	0	0
Retirement	1	0	1	1	1	1	3
Termination	6	11	7	9	1	3	6
Terms/Conditions of Employment	17	18	27	29	44	14	28
Time and Attendance	2	7	5	6	6	1	6
Training	1	3	2	3	7	2	10
Other	0	0	0	0	0	0	0

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Processing Time	Comparative Data						2012
	Previous Fiscal Year Data						
	2006	2007	2008	2009	2010	2011	
Complaints pending during fiscal year							
Average number of days in investigation stage	264	225.1	216.7	186	154	132.7	147.65
Average number of days in final action stage	273	281.5	263.4	209	411	191.3	64.83
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation stage	323	272.8	204.6	184	140	132.3	150.45
Average number of days in final action stage	299	162.6	120.3	111	32	20.69	20.88
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation stage	213	167.1	243.6	189	170	133	137.5
Average number of days in final action stage	409	426.3	883.7	546	689	283.8	152.75

Complaints Dismissed by Agency	Comparative Data						2012
	Previous Fiscal Year Data						
	2006	2007	2008	2009	2010	2011	
Total Complaints Dismissed by Agency	21	22	23	33	26	13	12
Average days pending prior to dismissal	123	172.9	171	145	35	105	160
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	7	12	16	7	9	7	9

Total Final Actions Finding Discrimination	Comparative Data												2012	
	Previous Fiscal Year Data													
	2006		2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		2		0		0		1		1		1	
Without Hearing	1	15%	0	0	0	0	0	0	0	0	1	100%	0	0%
With Hearing	6	85%	2	100%	0	0	0	0	1	100%	0	0	1	100%

Findings of Discrimination Rendered by Basis	Comparative Data													
	Previous Fiscal Year Data													
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2006		2007		2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		2		0		0		1		1		1	
Race	5	71%	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	1	14%	1	50%	0	0	0	0	0	0	0	0	0	0
Reprisal	1	14%	1	50%	0	0	0	0	1	100%	1	100%	0	0
Sex	4	57%	1	50%	0	0	0	0	0	0	0	0	0	0
National Origin	1	14%	1	50%	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	1	14%	0	0	0	0	0	0	0	0	0	0	1	100%
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

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Findings After Hearing														
	6	86%	2	100%	0	0	0	0	1	100%	0	0	1	
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Color	4	66%	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	50%	0	0	0	0	0	0	0	0	0	0
Reprisal	1	16%	1	50%	0	0	0	0	1	100%	0	0	0	0
Sex	1	16%	1	50%	0	0	0	0	0	0	0	0	0	0
National Origin	4	66%	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	1	16%	1	50%	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0	1	100%
Disability	1	16%	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 Without Hearing														
	0	0	0	0	0	0	0	0	0	0	1	100%	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	0	0	0	0	0	0	1	100%	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	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												2012	
	2006		2007		2008		2009		2010		2011		#	%
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	7		2		0		0		1		1		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	1	14%	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	1	100%	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	1	14%	1	50%	0	0	0	0	1	100%	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	3	42%	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	1	14%	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	1	14%	0	0	0	0	0	0	0	0	0	0	1	100%
Terms/Conditions of Employment	0	0	1	50%	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	50%	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	1	50%	0	0	0	0	0	0	0	0	0	0
Findings After Hearing														
	6	86%	2	100%	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	1	14%	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
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	14%	1	50%	0	0	0	0	1	100%	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	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	3	42%	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	1	14%	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	1	14%	0	0	0	0	0	0	0	0	0	0	1	100%
Terms/Conditions of Employment	0	0	1	50%	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	50%	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	1	50%	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing														
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	1	100%	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	1	100%	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	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						2012
	Previous Fiscal Year Data						
	2006	2007	2008	2009	2010	2011	
Total complaints from previous Fiscal Years	82	68	81	80	67	69	112
Total Complainants	71	62	77	76	60	63	96
Number complaints pending							
Investigation	0	2	3	0	0	0	0
ROI Issued, pending Complainant's action							0
Hearing	22	16	16	31	32	52	49
Final Action	40	33	51	30	12	3	6
Appeal with EEOC Office of Federal Operations	40	17	11	19	23	14	25

Complaint Investigations	Comparative Data						2012
	Previous Fiscal Year Data						
	2006	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceeds Required Time Frames	4	10	39	5	0	1	0