



**U.S. Citizenship
and Immigration
Services**

Equal Employment Opportunity Data Posted Pursuant to the Near Fear Act: CIS (and below) 1st Quarter 2021 - Period Ending December 31, 2020

Complaint Activity	2016	2017	2018	2019	2020	2021 Thru 31 - Dec
Number of Complaints Filed	93	91	120	115	139	23
Number of Complainants	92	90	119	114	134	23
Repeat Filers	1	1	1	1	5	0

Complaints by Basis	2016	2017	2018	2019	2020	2021 Thru 31 - Dec
Race	46	40	65	46	70	7
Color	28	20	34	22	36	3
Religion	8	4	6	7	14	3
Reprisal	59	47	74	76	89	11
Sex	37	31	54	48	73	8
PDA	1	0	1	0	0	0
National Origin	21	23	24	25	31	5
Equal Pay Act	0	0	0	0	0	0
Age	43	31	47	46	67	5
Disability	26	45	51	58	71	10
Genetics	0	0	0	0	1	1
Non-EEO	2	4	6	7	18	1

Complaints by Issue	2016	2017	2018	2019	2020	2021 Thru 31 - Dec
Appointment/Hire	14	3	3	6	3	0
Assignment of Duties	4	0	5	1	3	0
Awards	1	0	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	2	3	2	1	1
Reprimand	5	2	8	5	6	0
Suspension	2	6	6	3	6	1
Removal	0	2	5	4	2	0
Duty Hours	2	1	1	2	0	0
Perf. Eval./ Appraisal	14	19	25	25	21	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	39	37	62	56	85	14
Sexual	0	2	3	5	7	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	3	3	4	2	0
Promotion/Non-Selection	36	27	27	26	29	0
Reassignment						
Denied	2	1	3	1	6	0
Directed	4	3	1	5	1	0
Reasonable Accommodation Disability	5	16	22	29	36	2
Reinstatement	0	0	1	0	0	0
Religious Accommodation	0	0	0	1	1	0
Retirement	0	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	4	4	0	2	1
Termination	6	11	14	20	22	5
Terms/Conditions of Employment	12	10	15	13	10	1
Time and Attendance	2	2	1	3	1	0
Training	3	1	1	2	4	0

Processing Time	2016	2017	2018	2019	2020	2021 Thru 31 - Dec
Complaints pending during fiscal year						
Average number of days in investigation	220.63	244.13	222.58	231.13	220.8	251.34
Average number of days in final action	93.61	97.33	100.3	133.89	148.3	168.52
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	223.14	251.15	226.06	226.43	221.11	248.18
Average number of days in final action	52.9	61.45	53.03	95.08	73.79	95.56

Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	223.14	238.15	215.3	239.69	230.77	257.71
Average number of days in final action	156.23	150.62	187.37	244.79	373.95	606.33

Complaints Dismissed by Agency	2016	2017	2018	2019	2020	2021 Thru 31 - Dec
Total Complaints Dismissed by Agency	6	6	6	3	8	2
Average days pending prior to dismissal	303	228	148	176	232	95

Complaints Withdrawn by Complainants	2016	2017	2018	2019	2020	2021 Thru 31 - Dec
Total Complaints Withdrawn by Complainants	9	12	5	8	16	2

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Harassment												
Non-Sexual	2	100	1	100	0	0	0	0	0	0	0	0
Sexual	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
Pay including overtime	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
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	50	0	0	0	0	0	0	1	100	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	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
Retirement	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
Telework	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
Terms/Conditions of Employment	0	0	1	100	0	0	0	0	0	0	0	0
Time and Attendance	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

Pending Complaints Filed in Previous Fiscal Years by Status	2016	2017	2018	2019	2020	2021 Thru 31 - Dec
Total complaints from previous Fiscal Years	116	122	119	146	143	234
Total Complainants	105	109	107	135	132	216
Number Complaints Pending						
Investigation	0	1	0	1	0	35
ROI issued, pending Complainant's action	0	0	0	0	0	8
Hearing	101	104	100	110	103	137
Final Agency Action	14	16	19	35	37	40
Appeal with EEOC Office of Federal Operations	55	67	75	85	108	115

Complaint Investigations	2016	2017	2018	2019	2020	2021 Thru 31 - Dec
Pending Complaints Where Investigations Exceed Required Time Frames	0	4	2	1	2	0