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Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

CBP (and below)

For 2nd Quarter 2012 for period ending March 31, 2012 *

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 * Thru 03-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	264	290	275	315	328	160
Number of Complainants	243	266	254	293	294	154
Repeat Filers	15	19	20	18	28	6

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012 * Thru 03-31
	2007	2008	2009	2010	2011	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	62	56	56	90	94	36
Color	4	10	7	27	17	13
Religion	9	13	10	17	21	9
Reprisal	82	97	95	140	165	64
Sex	84	77	72	93	99	47
National Origin	63	68	44	76	78	31
Equal Pay Act	0	0	0	0	1	0
Age	65	87	74	97	90	52
Disability	48	50	58	77	73	23

Non-EEO	1	0	2	12	19	5
Comparative Data						
Complaints by Issue	Previous Fiscal Year Data					2012 Thru 03- 31
	2007	2008	2009	2010	2011	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						*
Appointment/Hire	1	8	4	13	21	2
Assignment of Duties	29	37	41	42	43	27
Awards	7	6	8	6	5	5
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	3	3	0	2	2
Reprimand	9	21	13	16	29	5
Suspension	15	9	13	13	25	9
Removal	2	3	3	4	5	1
Other	2	0	2	8	2	6
Duty Hours	2	3	3	6	8	4
Evaluation Appraisal	4	2	4	11	13	4
Examination/Test	1	1	3	3	4	0
Harassment						
Non-Sexual	53	68	50	87	122	44
Sexual	8	8	7	12	9	3
Medical Examination	4	10	3	3	4	1
Pay (Including Overtime)	11	10	6	7	10	6
Promotion/Non-Selection	76	78	55	59	60	36
Reassignment						
Denied	8	14	6	10	12	5
Directed	10	11	7	13	11	3
Reasonable Accommodation	17	18	12	13	15	6
Reinstatement	2	1	5	1	3	0
Retirement	2	0	2	4	2	0

Termination	25	41	46	66	56	8
Terms/Conditions of Employment	19	7	10	30	59	16
Time and Attendance	10	16	14	20	24	13
Training	5	6	10	12	14	4
Other	11	7	14	31	7	1

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 * Thru 03-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	174.42	148.06	142.52	141.79	143.43	175.11
Average number of days in final action	249.12	412.33	299.67	525.08	261.63	179.65
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	165.96	143.04	139.64	140.88	140.97	185.26
Average number of days in final action	24.01	32.62	20.59	64.00	24.19	36.62
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	190.21	156.32	146.61	142.78	145.60	168.65
Average number of days in final action	596.67	1,221.91	673.98	878.43	379.39	289.90

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2012 * Thru 03-31
	2007	2008	2009	2010	2011	
Total Complaints Dismissed by Agency	58	59	45	45	53	19
Average days pending prior to dismissal	206	185	273	317	106	111
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	24	16	16	38	30	24

Total Final Agency Actions Finding	Comparative Data					
	Previous Fiscal Year Data					2012 * Thru 03- 31
	2007	2008	2009	2010	2011	

Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		6		2		3		4		5	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	20
With Hearing	0	0	6	100	2	100	3	100	4	100	4	80

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											2012 Thru 03- 31
	2007		2008		2009		2010		2011		2012 Thru 03- 31	
	#	%	#	%	#	%	#	%	#	%		#
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
Total Number Findings	0		7		3		3		4		5	
Race	0	0	0	0	0	0	2	67	1	25	0	0
Color	0	0	0	0	0	0	0	0	0	0	1	20
Religion	0	0	1	14	1	33	1	33	1	25	0	0
Reprisal	0	0	0	0	2	67	1	33	1	25	3	60
Sex	0	0	1	14	1	33	0	0	0	0	3	60
National Origin	0	0	5	71	0	0	0	0	1	25	1	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	29	0	0	1	33	0	0	1	20
Disability	0	0	1	14	0	0	0	0	1	25	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	1	20
Findings After Hearing												
Findings After Hearing	0		7		3		3		4		4	
Race	0	0	0	0	0	0	2	67	1	25	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	14	1	33	1	33	1	25	0	0
Reprisal	0	0	0	0	2	67	1	33	1	25	3	75
Sex	0	0	1	14	1	33	0	0	0	0	3	75
National Origin	0	0	5	71	0	0	0	0	1	25	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	29	0	0	1	33	0	0	1	25
Disability	0	0	1	14	0	0	0	0	1	25	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	1	25
Findings Without Hearing													
Race	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
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	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
Equal Pay Act	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
Disability	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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 03-31 *	
	2007		2008		2009		2010		2011		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		7		3		3		4		5	
Appointment/Hire	0	0	1	14	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	20
Awards	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
Disciplinary Action												
Demotion	0	0	0	0	1	33	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	33	0	0	0	0
Removal	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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	1	20
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

Harassment												
Non-Sexual	0	0	0	0	2	67	0	0	2	50	1	20
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	1	20
Promotion/Non-Selection	0	0	6	86	0	0	2	67	0	0	2	40
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	33	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	33	0	0	2	50	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	0	0	1	25	0	0
Terms/Conditions of Employment	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
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	1	20
Findings After Hearing												
Findings After Hearing	0		7		3		3		4		4	
Appointment/Hire	0	0	1	14	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	25
Awards	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
Disciplinary Action												
Demotion	0	0	0	0	1	33	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	33	0	0	0	0
Removal	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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	1	25
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

Harassment												
Non-Sexual	0	0	0	0	2	67	0	0	2	50	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	1	25
Promotion/Non-Selection	0	0	6	86	0	0	2	67	0	0	2	50
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	33	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	33	0	0	2	50	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	0	0	1	25	0	0
Terms/Conditions of Employment	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
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	1	25
Findings Without Hearing	0		0		0		0		0		1	
Appointment/Hire	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
Awards	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
Disciplinary Action												
Demotion	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
Suspension	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
Other	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
Evaluation Appraisal	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

Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
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	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
Reinstatement	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
Termination	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
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
Other - User Defined	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					2012 * Thru 03-31
	2007	2008	2009	2010	2011	
Total complaints from previous Fiscal Years	339	370	398	406	405	409
Total Complainants	308	336	345	342	339	345
Number complaints pending						
Investigation	13	11	6	5	6	24
ROI issued, pending Complainant's action	0	2	0	0	0	4
Hearing	92	96	115	98	135	222
Final Agency Action	45	40	42	49	20	27
Appeal with EEOC Office of Federal Operations	3	7	9	33	59	58

Comparative Data					
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Complaint Investigations	Previous Fiscal Year Data					2012 *
	2007	2008	2009	2010	2011	Thru 03- 31
Pending Complaints Where Investigations Exceed Required Time Frames	20	18	14	9	10	13

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