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

## ICE (and below)

For 3rd Quarter 2012 for period ending June 30, 2012

\*\*Mixed Cases are Included in this report.\*\*

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2012Thru06-30
	2007	2008	2009	2010	2011	20121 II ru00-30
Number of Complaints Filed	167	156	198	222	204	117
Number of Complainants	167	156	198	222	204	115
Repeat Filers	0	0	0	0	0	3

Comulainta by Dasia			Com	parativ	ve Data	ı
Complaints by Basis	Pro	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru06- 30
Race	55	49	59	73	85	47
Color	16	6	14	30	34	9
Religion	6	3	6	9	10	5
Reprisal	76	79	68	95	117	46
Sex	59	51	57	63	80	36
National Origin	43	20	36	35	44	33

Equal Pay Act	0	0	0	0	1	0
Age	52	49	70	66	79	40
Disability	28	23	33	39	45	18
Non-EEO	0	0	3	9	16	7
Complete to be Inven			Com	parativ	ve Data	
Complaints by Issue	Pr	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru06- 30
Appointment/Hire	3	1	5	12	1	3
Assignment of Duties	7	9	17	12	10	6
Awards	5	5	2	5	11	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action			-		-	
Demotion	1	1	1	0	0	0
Reprimand	10	9	0	11	22	2
Suspension	7	6	5	9	5	1
Removal	4	4	3	2	2	4
Other	1	0	0	4	4	4
Duty Hours	1	1	2	4	5	1
Evaluation Appraisal	10	12	14	23	26	8
Examination/Test	0	0	0	0	1	0
Harassment			1			
Non-Sexual	39	35	60	78	94	37
Sexual	5	2	5	3	11	5
Medical Examination	2	0	0	5	3	0

Pay (Including Overti	me)		4	1	0	1	17	3
Promotion/Non-Selec	tion		48	34	53	47	50	34
Reassignment								
Denied			13	2	1	7	12	7
Directed			13	4	3	7	34	3
Reasonable Accommo	odation		9	4	7	5	2	2
Reinstatement			0	1	0	0	0	0
Retirement			1	0	0	3	1	0
Termination			10	14	15	28	17	4
Terms/Conditions of Employment			41	25	8	52	91	11
Time and Attendance			8	5	2	6	5	2
Training			6	7	3	4	7	4
Other			2	21	18	15	21	5
				Com	parat	ive Da	ıta	
<b>Processing Time</b>		Pr	evious	Fiscal '	Year I	Data		2012Thru06-
	2007	2	2008	2009	20	10	2011	30
Complaints pending d	uring fisc	cal y	ear	-			-	
Average number of days in investigation	459.22	19	96.15	211.11	21	7.32	217.10	305.64
Average number of days in final action	662.92	1,1	05.86	784.86	1,01	9.14	423.24	312.28
Complaint pending du	ring fisca	al ye	ear whe	re heari	ng was	requ	ested	
Average number of days in investigation	443.03	20	00.97	213.63	218	3.31	216.93	319.57
Average number of days in final	0		0	0		0	0	28.73

Note: Complaints can	be	200	)7	20	08	2	009		2010	2	011		30	
Findings of Discrimination Rendo by Basis	ered		Pı	revi	iou	s F			rative ar Dat		เส	201	2Thru06-	
With Hearing  Findings of	0	0			<i>)</i>	0		0	0 rotivo	$\frac{0}{\mathbf{D}_{0}}$		1	100	
With Hearing	3	100		1	)	3	100	$\frac{1}{1}$	100	0	0	0	100	
Total Number Findings		100	0			3	100	1	100	0		1	^	
T / 1N 1 F' 1'	#	%			<b>o</b>	#	%	#	%	#	%	#	%	
Discrimination		2007		2008			009		2010		011	<u> </u>	30	
Total Final Agency Actions Finding			Pre	vio	us	Fis	cal Y	ea	r Data			2012	2Thru06-	
						(	Com	par	ative l	Data	a			
Total Complaints With Complainants	drawn	by	24	1	1	.3	4		10	2	20		7	
Co	ompla	ints	Wit	hdr	aw	n b	y Co	omj	olaina	nts				
Average days pending production dismissal	prior t	o	33	4	40	00	44	8	635	1	65	339		
Total Complaints Dism Agency	issed	by	46	5	5	53	31	1	36	2	25		7	
			200	)7	20	800	200	)9	2010	20	11	30		
Complaints Dismis	sed by	y		Pre	evio	ous			ear D			2012Thru06-		
of days in final action	662.92	2   1,	105.	86	17	84.8			19.14 parati		3.24  Data		542.66	
Average number			105	0.6		0.4.		1 0		40		542.66		
Average number of days in investigation	470.20	0 1	92.6	66	2	09.4	<b>4</b> 1	21	6.59	21′	7.21	3	300.07	
Complaint pending dur	ing fis	scal y	ear v	whe	ere	hea	ring	was	s not re	eque	ested			
action														

filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		3		1		0		1	
Race	1	33	0	0	1	33	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	1	100
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	0	0	0	0	1	100	0	0	1	100
Sex	2	67	0	0	2	67	1	100	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	1	33	0	0	0	0	0	0
Disability	0	0	0	0	1	33	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	1	100
Religion	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
Sex	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
Equal Pay Act	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
Disability	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

Findings Without Hearing	3		0		3		1		0		0	
Race	1	33	0	0	1	33	0	0	0	0	0	0
Color	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
Reprisal	2	67	0	0	0	0	1	100	0	0	0	0
Sex	2	67	0	0	2	67	1	100	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	1	33	0	0	0	0	0	0
Disability	0	0	0	0	1	33	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(	Com	par	ative	Dat	ta		
Findings of		P	rev	ious	Fis	cal Y	Yea	r Data	a		2012	Thru06-
Findings of Discrimination Rendered by Issue	20	P 007		ious 008		cal Y		r Data 010		11	2012	Thru06- 30
Discrimination Rendered	20									)11 %	<b>2012</b> #	
Discrimination Rendered		007	20	008	20	009	20	010	20			30
Discrimination Rendered by Issue	#	007	20	008	20	009	20	010	20		#	30
Discrimination Rendered by Issue  Total Number Findings	#	)07 %	<b>20</b> # 0	%	<b>20</b> # 3	)09 %	<b>20</b> #	010 %	<b>20</b> # 0	%	#	30 %
Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire	# 3 0	<b>%</b> 0	# 0 0	0	20 # 3 0	<b>%</b> 009 009	20 # 1 0	010 %	20 # 0	0	# 1 0	30 % 0
Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire  Assignment of Duties	# 3 0 2	007 % 0 67	# 0 0	0 0	20 # 3 0	0 0	20 # 1 0 1	010 % 0 100	20 # 0 0	0 0	# 1 0	0 0
Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire  Assignment of Duties  Awards	# 3 0 2	007 % 0 67	# 0 0 0 0 0	0 0 0	20 # 3 0 0	009 % 0 0 0	20 # 1 0 1 0 0	010 % 0 100 0	20 # 0 0 0	% 0 0 0	# 1 0 0	30 % 0 0 0
Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire  Assignment of Duties  Awards  Conversion to Full-time	# 3 0 2	007 % 0 67	# 0 0 0 0 0	0 0 0	20 # 3 0 0	009 % 0 0 0	20 # 1 0 1 0 0	010 % 0 100 0	20 # 0 0 0	% 0 0 0	# 1 0 0	30 % 0 0 0
Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire  Assignment of Duties  Awards  Conversion to Full-time  Disciplinary Action	# 3 0 2 0	0 % 0 67 0	# 0 0 0 0 0 0 0	008	200 # 3 0 0 0	009 % 0 0 0 0	# 1 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	010 % 0 100 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0	# 1 0 0 0	30 % 0 0 0 0 0
Discrimination Rendered by Issue  Total Number Findings  Appointment/Hire  Assignment of Duties  Awards  Conversion to Full-time  Disciplinary Action  Demotion	# 3 0 2 0 0	007 % 0 67 0 0	# 0 0 0 0 0 0 0 0 0	008 % 0 0 0 0 0	20 # 3 0 0 0	009 % 0 0 0 0	20 # 1 0 1 0 0	010 % 0 100 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 0	# 1 0 0 0	30 % 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	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	33	0	0	0	0	1	100	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)	1	33	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	33	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	1	33	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	1	33	0	0	1	33	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	100	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
Findings After 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	1	100
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	1	100
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	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	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
						<u> </u>	<u> </u>					
Findings Without Hearing	3		0		3		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	67	0	0	0	0	1	100	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	1	33	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	33	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	1	33	0	0	0	0	1	100	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)	1	33	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	33	1	100	0	0	0	0
Reassignment	1	<u> </u>				1	1	1	1		1	ı
Denied	0	0	0	0	0	0	1	100	0	0	0	0

Complaint Investigation	ns		P	revi	ous		al Y	Year D	ata	a	2012	Thru06	
						C	om	parati	ive	Data	l		
Appeal with EEOC Off Federal Operations	ice c	of	1		3	4	'	4		26		36	
Final Agency Action			36		40	20	5	28		16		16	
Hearing			74		81	7	7	75		90		92	
ROI issued, pending Complainant's action			0		1	0		0		0		0	
Investigation			44		22	19	)	17		22		74	
Number complaints pendi	ng												
Total Complainants			357	3	330	29	0	317	3	330	0 302		
Total complaints from prev Fiscal Years	ious		357	3	330	29	0	317	3	330	307		
Pending Complaints File Previous Fiscal Years by S			P 200'		ous 008	Fisc		Year E 2010	_	a 011	2012	2Thru06 30	
	<u> </u>		<u> </u>	1	1	C	om	 parati	ive	 Data	<u>'</u> 1	<u> </u>	
Other - User Defined	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	
Time and Attendance	0	0	0	0	0	0	1	100	0	0	0	0	
Terms/Conditions of Employment	1	33	3 0	0	1	33	0	0	0	0	0	0	
Termination	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	
Reinstatement	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	
					1 -	-	0	0	0	0	0	0	

Pending Complaints Where Investigations Exceed Required Time Frames	70	41	36	30	59	109
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