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

## ICE (and below)

For 4th Quarter 2012 for period ending September 30, 2012

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

	Comparative Data											
Complaint Activity	Pr	evious	2012771 00 20									
	2007	2008	2009	2010	2011	2012Thru09-30						
Number of Complaints Filed	167	156	198	222	204	154						
Number of Complainants	167	156	198	222	204	152						
Repeat Filers	0	0	0	0	0	3						

Comulainta by Dasia	Comparative Data											
Complaints by Basis	Pro	evious										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru09- 30						
Race	55	49	59	73	85	60						
Color	16	6	14	30	34	14						
Religion	6	3	6	9	10	8						
Reprisal	76	79	68	95	117	68						
Sex	59	51	57	63	80	52						
PDA	0	0	0	0	0	0						

National Origin	43	20	36	35	44	46
Equal Pay Act	0	0	0	0	1	0
Age	52	49	70	66	79	54
Disability	28	23	33	39	45	28
Genetics	0	0	0	0	0	1
Non-EEO	0	0	3	9	16	8
			Com	parativ	ve Data	
Complaints by Issue	Pro	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	2012Thru09- 30
Appointment/Hire	3	1	5	12	1	6
Assignment of Duties	7	9	17	12	10	11
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	1
Reprimand	10	9	0	11	22	3
Suspension	7	6	5	9	5	6
Removal	4	4	3	2	2	4
Other	1	0	0	4	4	1
Duty Hours	1	1	2	4	5	1
Evaluation Appraisal	10	12	14	23	26	11
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	39	35	60	78	94	58

Sexual			5	2	5	3	11	4				
Medical Examination			2	0	0	5	3	1				
Pay (Including Overti	me)		4	1	0	1	17	3				
Promotion/Non-Select	tion		48	34	53	47	50	44				
Reassignment												
Denied			13	2	1	7	12	9				
Directed			13	4	3	7	34	6				
Reasonable Accommo	dation		9	4	7	5	2	2				
Reinstatement			0	1	0	0	0	1				
Retirement			1	0	0	3	1	0				
Termination			10	14	15	28	17	4				
Terms/Conditions of Employment			41	25	8	52	91	24				
Time and Attendance			8	5	2	6	5	6				
Training			6	7	3	4	7	6				
Other			2	21	18	15	21	2				
				Comparative Data								
<b>Processing Time</b>		Pr	evious	Fiscal Y	ear D	)ata		2012Thru09-				
	2007	2	008	2009	20	10	2011	30				
Complaints pending d	uring fisc	al y	ear									
Average number of days in investigation	459.22	19	96.15	211.11	217	7.32	217.10	301.76				
Average number of days in final action	662.92	1,1	05.86	784.86	1,01	9.14	423.24	131.56				
Complaint pending du	ring fisca	al ye	ar whe	re hearir	ıg was	reque	ested					
Average number of days in	443.03	20	00.97	213.63	218	3.31	216.93	322.03				

investigation													
Average number of days in final action	0		0		0		0		0			25.97	
Complaint pending duri	ng fisc	al y	ear w	here	e hea	ring	was	s not re	eque	ested			
Average number of days in investigation	170.20	1	92.66	,	209.4	41	216	5.59	21'	7.21	2	285.46	
Average number of days in final action	662.92	1,	105.8	6	784.	86	1,01	9.14	423	3.24	3	309.14	
		Comparative Data											
Complaints Dismiss Agency	sed by	by Previous Fiscal Year Data 2012Thru(											
g		Ì	2007	2	008	200	09	2010	20	)11		30	
Total Complaints Dismi Agency	ssed b	y	46		53	31	1	36	2	25		9	
Average days pending p dismissal	rior to	,	334	4	400	44	-8	635	1	65		343	
Co	mplai	nts '	With	dra	wn t	y Co	omp	olaina	nts				
Total Complaints Withd Complainants	lrawn 1	by	24		13	4	-	10	2	20		10	
					(	Com	par	ative l	Data	a			
Total Final Agency			Prev	ious	s Fis	cal Y	/eai	r Data	ı		2012	2Thru09-	
Actions Finding Discrimination	2	007	20	08	20	009	2	2010	20	011		30	
	#	<b>%</b>	#	<b>%</b>	#	<b>%</b>	#	%	#	%	#	%	
Total Number Findings	3		0		3		1		0		3		
Without Hearing	3	100	0	0	3	100	1	100	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	3	100	
Findings of						Con	npa	rative	Da	ta			
<b>Discrimination Rende</b>	red				us F							2Thru09-	

Note: Complaints can be	20	007	20	008	20	009	2010		2011		30	
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		0		3		1		0		3	
Race	1	33	0	0	1	33	0	0	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	2	67
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	0	0	0	0	1	100	0	0	3	100
Sex	2	67	0	0	2	67	1	100	0	0	1	33
PDA	0	0	0	0	0	0	0	0	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	1	33
Disability	0	0	0	0	1	33	0	0	0	0	0	0
Genetics	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 After Hearing	0		0		0		0		0		3	
Race	0	0	0	0	0	0	0	0	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	2	67
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	3	100
Sex	0	0	0	0	0	0	0	0	0	0	1	33
PDA	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	1	33
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	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
						<u>'</u>				<u>'</u>		
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
PDA	0	0	0	0	0	0	0	0	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
Genetics	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
						Com	par	ative	Da	ta		
Findings of		P	rev	ious	Fis	scal Y	Yea	r Dat	a		2012	Thru09-
Discrimination Rendered by Issue	20	007	20	008	20	009	2	010	20	)11	-	30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		0		3		1		0		3	
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	1	33
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	33
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	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		1				ı						
Non-Sexual	1	33	0	0	0	0	1	100	0	0	1	33
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	1	33
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		3	
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	1	33
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	33
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	33
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	33
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	1	33
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
					ı						I	I
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		ı		ı		I	-			ı	1	ı
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	<u> </u>	ı	1	1	1	1				I	1	ı

Pending Complaints File						C	om	parati	ive	Data	1	
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	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
Directed	1	33	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Reassignment												
Promotion/Non-Selection	0	0	0	0	1	33	1	100	0	0	0	0
Pay (Including Overtime)	1	33	0	0	0	0	1	100	0	0	0	0
Medical Examination	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
Non-Sexual	1	33	0	0	0	0	1	100	0	0	0	0

	Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious	2012Thru09-									
,	2007	2008	2009	2010	2011	30						
Total complaints from previous Fiscal Years	357	330	290	317	330	288						
Total Complainants	357	330	290	317	330	282						
Number complaints pending												
Investigation	44	22	19	17	22	51						
ROI issued, pending Complainant's action	0	1	0	0	0	0						

Hearing	74	81	77	75	90	81
Final Agency Action	36	40	26	28	16	13
Appeal with EEOC Office of Federal Operations	1	3	4	4	26	41
	Comparative Data					
			Com	parati	C Data	•
Complaint Investigations	Pre	evious ]				2012Thru09-
Complaint Investigations	Pro 2007	evious 3				