

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

CBP,CC (and below),HRM (and below),INA (and below),OA (and below),OAM (and below),OBP (and below),OC (and below),OCA (and below),OFO (and below),OIA (and below),OIIL (and below),OIT (and below),OPA (and below),OT (and below),OTD (and below),OTIA (and below)

For 2nd Quarter 2014 for period ending March 31, 2014

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
	2009	2010	2011	2012	2013	
Number of Complaints Filed	278	315	328	259	246	100
Number of Complainants	254	293	294	245	229	97
Repeat Filers	20	18	28	14	16	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Race	56	91	94	59	71	31
Color	7	29	17	19	13	6
Religion	10	17	21	13	11	6
Reprisal	99	140	166	118	114	55
Sex	72	93	100	87	80	31
PDA	0	0	2	4	2	0
National Origin	45	76	77	57	44	22
Equal Pay Act	0	0	1	0	1	0
Age	75	97	91	87	74	23
Disability	59	78	73	55	41	20
Genetics	0	0	1	0	2	0
Non-EEO	2	12	19	12	9	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	4	13	22	9	9	2
Assignment of Duties	41	42	43	45	26	15
Awards	8	6	5	5	3	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	3	0	2	3	0	1

Reprimand	14	16	29	10	18	8
Suspension	13	13	26	15	13	7
Removal	3	4	5	3	1	0
Other	1	8	2	1	0	2
Duty Hours	3	6	10	5	5	1
Evaluation Appraisal	5	11	13	4	6	1
Examination/Test	3	3	4	1	4	0
Harassment						
Non-Sexual	50	87	122	90	91	48
Sexual	7	12	9	7	10	6
Medical Examination	3	3	4	7	3	2
Pay (Including Overtime)	5	7	10	10	10	10
Promotion/Non-Selection	57	59	60	55	48	19
Reassignment						
Denied	6	10	13	9	13	4
Directed	8	13	11	7	5	5
Reasonable Accommodation	12	13	15	11	10	6
Reinstatement	5	1	3	1	0	0
Retirement	2	3	2	2	3	1
Termination	46	66	56	16	8	5
Terms/Conditions of Employment	12	31	61	27	15	5
Time and Attendance	14	20	25	22	8	5
Training	10	12	14	6	8	2
Other	15	33	6	4	2	3
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						

Average number of days in investigation	137.20	140.89	143.26	175.61	161.40	183.69						
Average number of days in final action	233.52	373.01	172.11	114.96	101.73	82.33						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	137.13	140.36	140.73	179.43	160.28	176.65						
Average number of days in final action	20.90	71.55	24.46	22.41	25.00	31.11						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	137.46	142.75	152.41	168.56	165.48	192.34						
Average number of days in final action	630.40	781.76	284.18	213.03	167.67	208.67						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2014Thru03-31	
	2009	2010	2011	2012	2013							
Total Complaints Dismissed by Agency	45	42	47	30	32						21	
Average days pending prior to dismissal	284	353	118	99	140						122	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	20	38	32	51	18						13	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2014Thru03-31	
	2009	2010	2011	2012	2013							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		3		4		5		2		4	
Without Hearing	0	0	0	0	0	0	1	20	1	50	1	25
With Hearing	3	100	3	100	4	100	4	80	1	50	3	75
Findings of Discrimination	Comparative Data											

Rendered by Basis	Previous Fiscal Year Data										2014Thru03-31	
	2009		2010		2011		2012		2013			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Total Number Findings	3		3		4		5		2		4
Race	0	0	2	67	1	25	0	0	0	0	1	25
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	1	33	1	33	1	25	0	0	0	0	0	0
Reprisal	2	67	1	33	1	25	3	60	1	50	1	25
Sex	1	33	0	0	0	0	3	60	0	0	1	25
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	25	1	20	0	0	2	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	1	20	0	0	1	25
Disability	0	0	0	0	1	25	0	0	1	50	2	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	20	0	0	0	0
Findings After Hearing												
Findings After Hearing	3		3		4		4		1		3	
Race	0	0	2	67	1	25	0	0	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	33	1	33	1	25	0	0	0	0	0	0
Reprisal	2	67	1	33	1	25	3	75	1	100	1	33
Sex	1	33	0	0	0	0	3	75	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	25	0	0	0	0	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	1	25	0	0	1	33

Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	33	0	0	0	0	1	50	1	25
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	1	20	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	67	0	0	2	50	1	20	0	0	3	75
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	1	20	0	0	0	0
Promotion/Non-Selection	0	0	2	67	0	0	2	40	0	0	1	25
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	33	0	0	0	0	1	50	1	25
Reasonable Accommodation	1	33	0	0	2	50	0	0	1	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	1	25	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	1	25
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	20	0	0	0	0
Findings After Hearing	3		3		4		4		1		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	25	0	0	1	33

Awards	0	0	0	0	0	0	0	0	1	100	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	1	33	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	1	33	0	0	0	0	1	100	1	33
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	1	25	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	67	0	0	2	50	0	0	0	0	3	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	1	25	0	0	0	0
Promotion/Non-Selection	0	0	2	67	0	0	2	50	0	0	1	33
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	33	0	0	0	0	1	100	0	0
Reasonable Accommodation	1	33	0	0	2	50	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	1	25	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	1	33
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	25	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						2014Thru03-31					
	Previous Fiscal Year Data											
	2009	2010	2011	2012	2013							
Total complaints from previous Fiscal Years	404	407	407	401	356	372						
Total Complainants	347	343	341	338	299	323						
Number complaints pending												
Investigation	6	6	8	6	1	17						
ROI issued, pending Complainant's action	0	0	0	0	0	12						
Hearing	112	96	131	155	161	237						
Final Agency Action	39	49	17	12	12	15						
Appeal with EEOC Office of Federal Operations	9	30	50	59	66	80						
Complaint Investigations	Comparative Data						2014Thru03-31					
	Previous Fiscal Year Data											
	2009	2010	2011	2012	2013							
Pending Complaints Where Investigations Exceed Required Time Frames	13	10	11	8	5	0						