

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

**U.S. Customs and Border Protection
2nd Quarter 2015 for period ending
March 31, 2015**

| Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2015 Thru 03-31 |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Number of Complaints Filed | 316 | 328 | 259 | 247 | 220 | 117 |
| Number of Complainants | 293 | 294 | 245 | 229 | 207 | 116 |
| Repeat Filers | 18 | 28 | 14 | 16 | 10 | 1 |

| Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2015 Thru 03-31 |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Race | 91 | 94 | 59 | 71 | 64 | <u>26</u> |
| Color | 30 | 17 | 19 | 13 | 16 | <u>8</u> |
| Religion | 17 | 21 | 13 | 11 | 11 | <u>5</u> |
| Reprisal | 141 | 166 | 118 | 114 | 111 | <u>50</u> |
| Sex | 91 | 99 | 87 | 80 | 65 | <u>34</u> |
| PDA | 0 | 2 | 4 | 2 | 2 | <u>3</u> |
| National Origin | 76 | 77 | 57 | 44 | 50 | <u>31</u> |
| Equal Pay Act | 0 | 1 | 0 | 1 | 0 | <u>0</u> |
| Age | 97 | 90 | 87 | 75 | 47 | <u>44</u> |
| Disability | 79 | 72 | 55 | 41 | 49 | <u>25</u> |
| Genetics | 0 | 1 | 0 | 2 | 2 | <u>0</u> |
| Non-EEO | 12 | 19 | 12 | 9 | 9 | <u>7</u> |

| | | | | | | |
|--------------------------------|----|----|----|----|----|----------|
| Terms/Conditions of Employment | 31 | 61 | 28 | 15 | 14 | |
| Time and Attendance | 20 | 25 | 22 | 8 | 8 | <u>3</u> |
| Training | 12 | 14 | 6 | 9 | 5 | <u>2</u> |
| Other | 32 | 6 | 4 | 2 | 1 | <u>0</u> |

| Processing Time | Comparative Data | | | | | |
|--|---------------------------|--------|--------|--------|--------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2015 Thru 03-31 |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 140.40 | 146.34 | 176.80 | 209.23 | 189.43 | 170.89 |
| Average number of days in final action | 256.44 | 149.33 | 87.41 | 71.77 | 51.45 | 49.32 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 141.99 | 144.37 | 177.64 | 206.17 | 191.69 | 170.91 |
| Average number of days in final action | 78.57 | 81.67 | 33.20 | 35.42 | 36.55 | 37.46 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 134.96 | 153.43 | 175.41 | 218.10 | 184.36 | 170.84 |
| Average number of days in final action | 673.17 | 242.48 | 171.84 | 121.15 | 103.64 | 72.42 |

| Complaints Dismissed by Agency | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2015 Thru 03-31 |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Total Complaints Dismissed by Agency | 40 | 43 | 29 | 31 | 37 | <u>15</u> |
| Average days pending prior to dismissal | 277 | 74 | 72 | 97 | 103 | 79 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 38 | 32 | 51 | 18 | 27 | <u>9</u> |

| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
|---|---------------------------|-----|------|-----|------|-----|------|-----|------|-----|-----------------------|-----|
| | Previous Fiscal Year Data | | | | | | | | | | 2015 Thru 03-31 | |
| | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 1 | | 2 | | 5 | | 7 | | 4 | | 1 | |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| With Hearing | 1 | 100 | 2 | 100 | 5 | 100 | 7 | 100 | 4 | 100 | 1 | 100 |

| | | | | | | | | | | | | |
|---------------------------------|---|---|---|----|---|-----|---|-----|---|----|---|-----|
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |
| 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 | 1 | 33 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Defined | 0 | 0 | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 0 | | 0 | | 1 | | 1 | | 2 | | 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 | 1 | 50 | 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 | 1 | 100 | 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 | 1 | 50 | 1 | 100 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2015 Thru 03-31 |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Total complaints from previous Fiscal Years | 162 | 160 | 173 | 170 | 210 | <u>290</u> |
| Total Complainants | 133 | 132 | 138 | 144 | 180 | 249 |
| Number complaints pending | | | | | | |
| Investigation | 5 | 8 | 7 | 2 | 0 | <u>11</u> |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | <u>8</u> |
| Hearing | 98 | 130 | 151 | 155 | 192 | <u>251</u> |
| Final Agency Action | 49 | 18 | 12 | 13 | 17 | 20 |
| Appeal with EEOC Office of Federal Operations | 37 | 85 | 129 | 164 | 210 | 85 |

| Complaint Investigations | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|---------------------------|
| | Previous Fiscal Year Data | | | | | 2015 Thru 03- 31 |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 4 | 3 | 2 | 0 | 0 | <u>0</u> |