

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

**U.S. Customs and Border Protection
4th Quarter 2015 for period ending
September 30, 2015**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	316	328	259	247	220	233
Number of Complainants	293	294	245	229	207	227
Repeat Filers	18	28	14	16	10	6

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
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	58
Color	30	17	19	13	16	13
Religion	17	21	13	11	11	11
Reprisal	141	166	118	114	111	104
Sex	91	99	87	80	65	71
PDA	0	2	4	2	2	6
National Origin	76	77	57	44	50	47
Equal Pay Act	0	1	0	1	0	0
Age	97	90	87	75	47	76
Disability	79	72	55	41	49	54
Genetics	0	1	0	2	2	0
Non-EEO	12	19	12	9	9	15

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	
Appointment/Hire	13	22	9	8	9	12
Assignment of Duties	42	43	45	26	33	24
Awards	6	5	5	3	4	7
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	2	3	0	1	1
Reprimand	16	29	10	18	14	7
Suspension	13	26	15	13	14	11
Removal	4	5	3	1	1	2
Other	8	2	1	0	1	0
Duty Hours	6	10	5	5	2	5
Evaluation Appraisal	10	13	4	6	2	5
Examination/Test	3	4	1	4	2	2
Harassment						
Non-Sexual	87	122	91	91	103	90
Sexual	11	9	7	10	11	14
Medical Examination	3	4	7	3	6	6
Pay (Including Overtime)	7	10	10	10	15	7
Promotion/Non-Selection	59	60	55	48	41	47
Reassignment						
Denied	10	13	10	13	8	12
Directed	13	11	8	5	6	2
Reasonable Accommodation	14	14	11	10	14	7
Reinstatement	1	3	1	0	2	3
Retirement	3	2	2	3	3	2
Termination	66	56	16	8	8	12

Terms/Conditions of Employment	31	61	28	15	14	13
Time and Attendance	20	25	22	8	8	10
Training	12	14	6	9	5	2
Other	32	6	4	2	1	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	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	166.12
Average number of days in final action	256.44	149.33	87.41	71.77	51.45	48.95
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	168.19
Average number of days in final action	78.57	81.67	33.20	35.42	36.55	37.11
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	160.80
Average number of days in final action	673.17	242.48	171.84	121.15	103.64	68.58

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	40	43	29	31	37	27
Average days pending prior to dismissal	277	74	72	97	103	78
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	38	33	52	18	28	34

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 09-30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		7		4		2	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	100
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 09-30
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years	162	160	171	168	207	224
Total Complainants	133	132	136	142	177	198
Number complaints pending						
Investigation	5	8	7	2	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	98	130	149	153	189	212
Final Agency Action	49	18	12	13	17	11
Appeal with EEOC Office of Federal Operations	34	71	79	84	96	71

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09- 30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	2	0	0	0