

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

## ICE (and below)

For 1st Quarter 2013 for period ending December 31, 2012

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	156	198	222	204	154	32
Number of Complainants	156	198	222	204	152	32
Repeat Filers	0	0	0	0	3	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Race	49	59	73	85	60	12
Color	6	14	30	34	14	2
Religion	3	6	9	10	8	1
Reprisal	79	68	95	117	72	10
Sex	51	57	63	80	52	12
PDA	0	0	0	0	0	0

National Origin	20	36	35	44	47	8
Equal Pay Act	0	0	0	1	0	0
Age	49	70	66	79	54	14
Disability	23	33	39	45	28	4
Genetics	0	0	0	0	1	0
Non-EEO	0	3	9	16	9	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Appointment/Hire	1	5	12	1	7	2
Assignment of Duties	9	17	12	10	14	5
Awards	5	2	5	11	2	1
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	0	0	1	0
Reprimand	9	0	11	22	3	0
Suspension	6	5	9	5	6	1
Removal	4	3	2	2	4	0
Other	0	0	4	4	1	0
Duty Hours	1	2	4	5	1	0
Evaluation Appraisal	12	14	23	26	12	2
Examination/Test	0	0	0	1	0	0
<b>Harassment</b>						
Non-Sexual	35	60	78	94	60	10

Sexual	2	5	3	11	4	2
Medical Examination	0	0	5	3	1	0
Pay (Including Overtime)	1	0	1	17	3	0
Promotion/Non-Selection	34	53	47	50	44	18
<b>Reassignment</b>						
Denied	2	1	7	12	9	0
Directed	4	3	7	34	7	1
Reasonable Accommodation	4	7	5	2	2	0
Reinstatement	1	0	0	0	1	0
Retirement	0	0	3	1	0	0
Termination	14	15	28	17	6	0
Terms/Conditions of Employment	25	8	52	91	26	3
Time and Attendance	5	2	6	5	7	2
Training	7	3	4	7	7	0
Other	21	18	15	21	2	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru12-31</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Complaints pending during fiscal year						
Average number of days in investigation	196.15	211.11	217.32	217.10	301.25	335.71
Average number of days in final action	1,105.86	784.86	1,019.14	423.24	131.41	102.88
Complaint pending during fiscal year where hearing was requested						
Average number of days in	200.97	213.63	218.31	216.93	315.59	355.33

investigation												
Average number of days in final action	0	0	0	0	26.34	17.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	192.66	209.41	216.59	217.21	287.89	332.44						
Average number of days in final action	1,105.86	784.86	1,019.14	423.24	321.52	188.25						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru12-31</b>	
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
Total Complaints Dismissed by Agency	53	31	36	25	9	1						
Average days pending prior to dismissal	400	448	635	165	343	435						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	13	4	10	20	11	3						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru12-31</b>	
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		0		3		0	
Without Hearing	0	0	3	100	1	100	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	3	100	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru12-</b>	



Age	0	0	0	0	0	0	0	0	0	1	33	0	0
Disability	0	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	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		3		1		0		0		0		
Race	0	0	1	33	0	0	0	0	0	0	0	0	0
Color	0	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	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0	0
Sex	0	0	2	67	1	100	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	0	0	0	0	0	0	0
Disability	0	0	1	33	0	0	0	0	0	0	0	0	0
Genetics	0	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	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2013Thru12-31</b>		
	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</b>				
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
<b>Total Number Findings</b>	0		3		1		0		3		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	100	0	0	1	33	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	1	33	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	1	33	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	1	33	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	1	33	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	1	100	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	33	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	100	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	1	33	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	1	100	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	33	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	100	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	1	33	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2013Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
Total complaints from previous Fiscal Years	330	290	317	330	283	302						
Total Complainants	330	290	317	330	277	296						
<b>Number complaints pending</b>												
Investigation	22	19	17	22	50	145						

ROI issued, pending Complainant's action	1	0	0	0	0	7
Hearing	81	77	75	90	71	72
Final Agency Action	40	26	28	16	20	24
Appeal with EEOC Office of Federal Operations	3	4	4	26	44	47
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru12-31</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	41	36	30	59	106	125