

USCIS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT

Complaint Activity	Comparative Data						2016 thru Sep. 30
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
Number of Complaints Filed	129	82	114	131	83	90	87
Number of Complainants	125	79	108	120	79	89	86
Repeat Filers	4	3	6	11	4	1	1

Complaints by Basis	Comparative Data						2016 thru Sep. 30
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>							
Race	51	32	46	54	38	45	44
Color	20	11	24	25	12	18	25
Religion	8	6	5	7	7	3	9
Reprisal	62	40	67	81	44	50	53
Sex	54	32	37	57	31	35	37
PDA			0	0	0	1	1
National Origin	37	16	28	31	18	21	20
Equal Pay Act	0	0	0	0	0	0	0
Age	60	41	59	63	28	41	42
Disability	32	34	37	50	42	29	25
GINA	0	0	1	0	0	0	0
Non-EEO	3	5	5	10	7	6	2

Complaints by Issue	Comparative Data						2016 thru Sep. 30
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>							
Appointment/Hire	1	4	4	4	8	7	14
Assignment of Duties	10	6	4	5	0	5	3
Awards	1	1	1	6	1	0	1
Conversion to Full-time	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	3	1	0	2	2	0	2
Reprimand	10	7	9	10	1	6	4
Suspension	1	5	4	4	4	3	2
Removal	8	3	1	3	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	2	0	1	2	1	0	2
Evaluation Appraisal	24	13	17	21	11	9	10
Examination/Test	0	0	0	1	0	0	0
Harassment							
Non-Sexual	48	22	35	55	31	41	36
Sexual	5	2	2	9	1	1	0
Medical Examination	1	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	3	0	0
Promotion/Non-Selection	30	27	55	43	29	37	35
Reassignment							
Denied	2	0	1	6	1	0	1
Directed	6	1	3	6	3	4	3
Reasonable Accommodation	8	11	11	17	7	12	5
Reinstatement	0	0	0	0	0	0	0
Retirement	1	1	3	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	1
Termination	1	3	6	11	6	2	6
Terms/Conditions of Employment	44	14	28	30	13	16	10
Time and Attendance	6	1	6	4	1	4	2
Training	7	2	10	3	0	1	2
Other - Constructive Discharge	0	0	0	3	0	1	0

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Processing Time	Comparative Data						2016 thru Sep. 30
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
Complaints pending during fiscal year							
Average number of days in investigation stage	154	132.7	147.7	160.3	194.5	189.1	220.63
Average number of days in final action stage	411	191.3	64.83	77.52	74.48	50.66	83.81
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation stage	140	132.3	150.5	159.5	199.8	202.2	220.31
Average number of days in final action stage	32	20.69	20.88	23.65	38.79	47.62	31.17
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation stage	170	133	137.5	161.1	180.3	164	223.22
Average number of days in final action stage	689	283.8	152.8	124.2	99.59	55.56	156.23

Complaints Dismissed by Agency	Comparative Data						2016 thru Sep. 30
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	26	13	12	13	14	7	6
Average days pending prior to dismissal	35	105	160	177	85	231	303
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	7	9	7	9	6	18	9

Total Final Actions Finding Discrimination	Comparative Data												2016 thru Sep. 30	
	Previous Fiscal Year Data													
	2010		2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		2		0		0		3	
Without Hearing	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	2	67%
With Hearing	1	100%	0	0%	1	100%	2	100%	0	0%	0	0%	1	33%

Findings of Discrimination Rendered by Basis	Comparative Data													
	Previous Fiscal Year Data													
	2010		2011		2012		2013		2014		2015		2016 thru Sep. 30	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<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	1		1		1		2		0		0		3	
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%
Color	0	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%	1	33%
Reprisal	1	100%	1	100%	0	0%	2	100%	0	0%	0	0%	1	33%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%
National Origin	0	0%	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%	0	0%
Age	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	1	33%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Findings After Hearing	1		0		1		2		0		0		1	
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Color	0	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	0%
Reprisal	1	100%	0	0%	0	0%	2	100%	0	0%	0	0%	1	100%
Sex	0	0%	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%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	1	100%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Findings Without Hearing	0		1		0		0		0		0		2	
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	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%	1	50%
Reprisal	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%

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National Origin	0	0	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	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	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	0

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data												2016 thru Sep. 30	
	2010		2011		2012		2013		2014		2015		#	%
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1		1		1		2		0		0		3	
Appointment/Hire	0	0	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	0	0	0	0
Awards	0	0	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	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	100%	0	0	1	50%	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	50%	0	0	0	0	0	0
Removal	0	0	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	0	0
Duty Hours	0	0	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	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	100%	0	0	0	0	0	0	0	0	0	0	3	100%
Sexual	0	0	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	0	0
Pay (Including Overtime)	0	0	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	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	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	1	33%
Reasonable Accommodation	0	0	0	0	0	0	1	50%	0	0	0	0	1	33%
Reinstatement	0	0	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	0	0
Termination	0	0	0	0	1	100%	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	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	0	0
Training	0	0	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	0	0
Findings After Hearing	0		0		1		2		0		0		1	
Appointment/Hire	0	0	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	0	0	0	0
Awards	0	0	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	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	50%	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	50%	0	0	0	0	0	0
Removal	0	0	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	0	0
Evaluation Appraisal	0	0	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	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	100%	0	0	0	0	0	0	0	0	0	0	1	100%
Sexual	0	0	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	0	0
Pay (Including Overtime)	0	0	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	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	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	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	50%	0	0	0	0	1	100%
Reinstatement	0	0	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	0	0
Termination	0	0	0	0	1	100%	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	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	0	0
Training	0	0	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	0	0
Findings Without Hearing	0		1		0		0		0		0		2	
Appointment/Hire	0	0	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	0	0	0	0
Awards	0	0	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	0	0

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Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	100%	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	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	0	0
Other	0	0	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	0	0
Evaluation Appraisal	0	0	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	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	2	100%
Sexual	0	0	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	0	0
Pay (Including Overtime)	0	0	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	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	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	1	50%
Reasonable Accommodation	0	0	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	0	0
Retirement	0	0	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	0	0
Terms/Conditions of Employment	0	0	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	0	0
Training	0	0	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	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2016 thru Sep. 30
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	69	112	149	165	165	86	115
Total Complainants	63	96	133	149	149	78	104
Number complaints pending							
Investigation	0	0	0	0	1	0	0
ROI Issued, pending Complainant's action					0	0	0
Hearing	32	52	46	55	88	80	100
Final Action	12	3	8	4	6	7	15
Appeal with EEOC Office of Federal Operations	23	14	22	33	63	31	35

Complaint Investigations	Comparative Data						2016 thru Sep. 30
	Previous Fiscal Year Data						
	2010	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceeds Required Time Frames	0	1	0	0	0	0	0