

Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2022, Quarter 1

Office of Diversity and Civil Rights 31 December 2021



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

ICE (and below)

For 1st Quarter 2022 for period ending December 31, 2021

		Comparative Data											
Complaint Activity	Pr	evious	Fiscal	Year	Data		022TL 12 21						
	2017	2018	2019	2020	0 202		022Thru12-31						
Number of Complaints Filed	227	201	145	184	13	7	58						
Number of Complainants	207	193	143	176	13	0	54						
Repeat Filers	13	7	2		4								
Complete her Design				Com	parati	ve Da	ıta						
Complaints by Basis		Pre	vious I	iscal '	Year I	Data							
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	n of	2017	2018	2019	2020	2021	2022Thru12- 31						
Race		96	81 55		67	59	18						
Color		49	32	20	32	22	9						
Religion		15	13	4	7	5	8						
Reprisal		127	124	67	97	75	23						
Sex		88	79	56	70	58	22						
PDA			6	2	2	2	0						
National Origin			54	21	36	43	12						
Equal Pay Act	5	2	1	0	2	0							

Age	98	61	51	59	45	20
	58	44	38	57	38	19
Disability	1					
Genetics	0	1	0	0	1	1
Non-EEO	15	15	12	7	13	4
Complaints by Issue			Com	parati	ve Dat	ta
Complaints by Issue	Pre	vious l	Fiscal	Year I)ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru12- 31
Appointment/Hire	18	10	19	17	9	7
Assignment of Duties	38	36	10	25	15	3
Awards	5	1	0	3	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	2	2	0
Reprimand	13	8	4	7	7	3
Suspension	8	9	4	4	5	4
Removal	5	4	2	1	2	2
Duty Hours	3	6	2	0	3	1
Perf. Eval./ Appraisal	34	32	28	23	12	4
Examination/Test	0	1	0	1	2	0
Harassment						
Non-Sexual	105	85	58	76	53	20
Sexual	13	8	5	9	5	1
Medical Examination	4	2	7	5	0	0
Pay including overtime	18	5	3	10	3	0
Promotion/Non-Selection	77	51	28	28	22	4
Reassignment						
Denied	21	9	6	4	1	0
Directed	29	20	5	11	2	2

	I	I			_	_
Reasonable Accommodation Disability	18	18	13	15	6	3
Reinstatement	0	1	1	1	0	0
Religious Accommodation	1	0	0	0	0	1
Retirement	0	1	2	2	3	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	5	2	4	4	0
Termination	8	12	8	15	14	2
Terms/Conditions of Employment	50	57	13	15	8	5
Time and Attendance	34	18	3	18	7	0
Training	15	7	6	4	1	1

Other

	Comparative Data										
Processing Time	P	revious	Fiscal Y	ear Dat	a	2022Thru12-					
	2017	2018	2019	2020	2021	31					
Complaints pending during fis	scal year	-									
Average number of days in investigation	281.87	363.83	439.84	345.50	276.68	370.35					
Average number of days in final action	195.93	124.31	206.53	182.44	288.06	168.24					
Complaint pending during fisc	cal year v	where he	aring wa	s reques	ted						
Average number of days in investigation	254.35	372.12	455.71	340.14	285.75	402.21					
Average number of days in final action	89.62	64.96	76.32	114.74	137.49	115.00					
Complaint pending during fise	cal year v	where he	aring wa	s not req	uested						
Average number of days in investigation	328.29	348.90	432.91	351.38	264.57	347.60					
Average number of days in final action	340.74	348.77	418.49	395.56	422.23	236.79					

	Comparative Data													
Complaints Dismissed by Age	ncy		Pre	eviou	s F	'iscal	Ye	ar l	Dat	ta	20221	hru12-		
		20	017	201	8	2019	2	020	20	021	•	31		
Total Complaints Dismissed by Agency			19			15		24		15		2		
Average days pending prior to dismissal		2	06	29.	295		3	375	1	15	1	40		
Complaint	s V	s Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants		17 14 18 23 22						22	2					
		C					ara	ıtive	e D	ata				
Total Final Agency Actions		Previous Fiscal Y						Da	ta		2022			
Finding Discrimination	20)17	20	018	2	019	20	20	20	021	-	31		
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	2		1		1		8		1		0			
Without Hearing	2	100	0	0	1	100	6	75	1	100	0	0		
With Hearing	0	0	1	100	0	0	2	25	0	0	0	0		
Findings of Discrimination		Comparative Data												
Rendered by Basis		Previous Fiscal Year Data 2022Thru12												
Note: Complaints can be filed	2	017	2	018	2	2019	20	020	2	021		31		
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	2		1		1		8		1		0			
Race	0	0	0	0	1	100	2	25	1	100	0	0		
Color	0	0	0	0	0	0	2	25	0	0	0	0		
Religion	0	0	0	0	0	0	0	0	0	0	0	0		
Reprisal	0	0	1	100	0	0	5	63	1	100	0	0		
Sex	2	100	0	0	0	0	5	63	1	100	0	0		
PDA	0	0	0	0	0	0	0	0	0	0	0	0		
National Origin	0	0	0	0	0	0	2	25	1	100	0	0		
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0		

Age	0	0	0	0	0	0	4	50	0	0	0	0
Disability	1	50	1	100	0	0	2	25	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	13	0	0	0	0
						ı		1				
Findings After Hearing	0		1		1		2		0		0	
Race	0	0	0	0	1	100	0	0	0	0	0	0
Color	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
Reprisal	0	0	1	100	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	1	50	0	0	0	0
PDA	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
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	50	0	0	0	0
Disability	0	0	1	100	0	0	1	50	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	50	0	0	0	0
Findings Without Hearing	2		0		0		6		1		0	
Race	0	0	0	0	0	0	2	33	1	100	0	0
Color	0	0	0	0	0	0	2	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	4	67	1	100	0	0
Sex	2	100	0	0	0	0	4	67	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	33	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	3	50	0	0	0	0
Disability	1	50	0	0	0	0	1	17	0	0	0	0

Genetics	0	0		$0 \mid 0$		$0 \mid 0$		0 0	0	0	0	0	
Non-EEO	0	0		$0 \mid 0$		$0 \mid 0$		0 0	0	0	0	0	
						Com	pa	rativ	e D	ata			
Findings of Discrimination		F	re	vious	Fi	scal `	Yea	ar Da	ıta		2022	Thru12-	
Rendered by Issue	20	2017		2018		019	2	020	2	021	31		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		1		1		8		1		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties	0	0	0	0	0	0	1	13	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full Time/Perm Status	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	
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	
Perf. Eval./ Appraisal	0	0	1	100	0	0	5	63	0	0	0	0	
Examination/Test	1	50	0	0	0	0	0	0	0	0	0	0	
Harassment					-			-			-		
Non-Sexual	0	0	0	0	1	100	4	50	1	100	0	0	
Sexual	0	0	0	0	0	0	1	13	0	0	0	0	
Medical Examination	0	0	0	0	0	0	1	13	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	3	38	0	0	0	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	3	38	0	0	0	0	

Reasonable Accommodation Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	1	13	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	50	0	0	0	0	3	38	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	0		1		1		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	50	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	100	0	0	2	100	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	2	100	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	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	2	100	0	0	0	0
Reasonable Accommodation Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	1	50	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	2	100	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 Define												
Findings Without Hearing	2		0		0		6		1		0	
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	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	3	50	0	0	0	0
Examination/Test	1	50	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	33	1	100	0	0
Sexual	0	0	0	0	0	0	1	17	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	17	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	3	50	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	17	0	0	0	0
Reasonable Accommodation Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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	1	50	0	0	0	0	1	17	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Define

	Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious l	2022Thru12-									
Trovious riseur rears by searcus	2017	2018	2019	2020	2021	31						
Total complaints from previous Fiscal Years	340	410	388	333	214	247						
Total Complainants	300	350	344	302	198	227						

Number complaints pending						
Investigation	11	28	30	5	7	62
ROI issued, pending Complainant's action	9	12	10	5	1	5
Hearing	248	244	219	173	121	130
Final Agency Action	31	84	117	141	82	49
Appeal with EEOC Office of Federal Operations	97	105	141	165	208	228
			Com	parati	ve Dat	ta
Complaint Investigations	Pre	vious l	Fiscal `	Year I)ata	2022Thru12-
	2017	2018	2019	2020	2021	31
Pending Complaints Where Investigations Exceed Required Time Frames	34	55	76	19	21	20