

DHS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT:  
Data as of September 30, 2007 - 4th Quarter 2007

Complaint Activity	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
Number of Complaints Filed				1199	1083	1086
Number of Complainants				1075	1010	1045
Repeat Filers				80	54	42

Complaints by Basis	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race				339	326	368
Color				75	83	80
Religion				50	57	38
Reprisal				406	391	389
Sex				408	349	334
National Origin				197	193	158
Equal Pay Act				n/a	1	7
Age				287	336	283
Disability				264	258	260
Non-EEO				16	44	24

Complaints by Issue	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire				16	45	57
Assignment of Duties				68	59	61
Awards				60	25	15
Conversion to Full-time				2	1	3
<b>Disciplinary Action</b>						
Demotion				17	6	18
Reprimand				48	19	50
Removal				36	23	22
Suspension				41	40	45
Other				n/a	28	1
Duty Hours				14	14	22
Evaluation Appraisal				41	36	38
Examination/Test				5	8	8
<b>Harassment</b>						
Non-Sexual				189	282	289
Sexual				43	51	37
Medical Examination				2	14	8
Pay (Including Overtime)				26	28	25
Promotion/Non-Selection				239	287	277
<b>Reassignment</b>						
Denied				21	28	34
Directed				43	30	29
Reasonable Accommodation				27	34	43
Reinstatement				0	4	4
Retirement				2	4	5
Termination				162	136	135
Terms/Conditions of Employment				87	116	142
Time and Attendance				34	42	36
Training				39	29	26
Other				96	28	35

Processing Time	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
Complaints pending during fiscal year						

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Average number of days in investigation stage				322	406	311.5
Average number of days in final action stage				n/a	326	428.1
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage				331	338	242.5
Average number of days in final action stage				n/a	48	72.5
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage				301	413	347.3
Average number of days in final action stage				842	443	587.6

Complaints Dismissed by Agency	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
Total Complaints Dismissed by Agency				231	281	187
Average days pending prior to dismissal				306	254	257
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants				n/a	81	96

Total Final Actions Finding Discrimination	Comparative Data										2007 Thru 9-30	
	Previous Fiscal Year Data											
	2002		2003		2004		2005		2006		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							12		29		12	
Without Hearing							2	17	4	14	2	17%
With Hearing							10	83	25	86	10	83%

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											
	2002		2003		2004		2005		2006		2007 Thru 9-30	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>							12		29		12	
Race							1	8	21	72	3	25%
Color							0	0	2	7	0	0%
Religion							1	8	1	3	1	8%
Reprisal							3	25	10	34	6	50%
Sex							5	42	10	34	7	58%
National Origin							1	8	1	3	1	8%
Equal Pay Act							0	0	0	0	0	0%
Age							3	25	5	17	2	17%
Disability							5	42	3	10	0	0%
Non-EEO							0	0	0	0	0	0%
<b>Findings After Hearing</b>							10	83	25	86	10	83%
Race							1	100	18	86	2	50%
Color							0	0	1	50	0	0%
Religion							1	100	1	100	1	100%
Reprisal							3	100	10	100	4	67%
Sex							5	100	10	100	5	71%
National Origin							1	100	1	100	1	100%
Equal Pay Act							0	0	0	0	0	0%
Age							3	100	5	100	2	100%
Disability							4	80	3	100	0	0%
Non-EEO							0	0	0	0	0	0%



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Time and Attendance							0	0	0	0	2	100%
Training							0	0	0	0	0	0%
Other							0	0	0	0	1	100%
<b>Findings Without Hearing</b>												
Appointment/Hire							2	17	4	14	2	17%
Assignment of Duties							0	0	0	0	0	0%
Awards							0	0	0	0	0	0%
Conversion to Full-time							0	0	0	0	0	0%
Disciplinary Action							0	0	0	0	0	0%
Demotion							0	0	0	0	0	0%
Reprimand							0	0	0	0	0	0%
Suspension							0	0	0	0	0	0%
Removal							0	0	0	0	0	0%
Other							0	0	0	0	0	0%
Duty Hours							0	0	0	0	0	0%
Evaluation Appraisal							0	0	1	50	0	0%
Examination/Test							0	0	0	0	0	0%
Harassment							0	0	4	36	0	0%
Non-Sexual							0	0	4	44	0	0%
Sexual							0	0	0	0	0	0%
Medical Examination							0	0	0	0	0	0%
Pay (Including Overtime)							0	0	0	0	0	0%
Promotion/Non-Selection							0	0	0	0	0	0%
Reassignment							0	0	0	0	2	100%
Denied							0	0	0	0	0	0%
Directed							0	0	0	0	2	100%
Reasonable Accommodation							0	0	0	0	0	0%
Reinstatement							0	0	0	0	0	0%
Retirement							0	0	0	0	0	0%
Termination							1	50	0	0	0	0%
Terms/Conditions of Employment							0	0	0	0	0	0%
Time and Attendance							0	0	1	100	0	0%
Training							0	0	0	0	0	0%
Other							0	0	0	0	0	0%

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
Total complaints from previous Fiscal Years				2595	2096	1411
Total Complainants				2262	1758	1315
<b>Number complaints pending</b>						
Investigation				997	480	147
Hearing				652	574	438
Final Action				651	683	679
Appeal with EEOC Office of Federal Operations				254	188	147

Complaint Investigations	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
Pending Complaints Where Investigations Exceeds Required Time Frames				634	154	367