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

Complaint Activity			parative I Fiscal Ye			2007 Thru 9-30
	2002	2003	2004	2005	2006	7-30
Number of Complaints Filed				1199	1083	1086
Number of Complainants				1075	1010	1045
Repeat Filers				80	54	42

Complaints by Basis			parative [
complaints by basis		Previous	Fiscal Ye	ear Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	2007 Thru 9-30
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			parative [
. ,		Previous	Fiscal Ye	ar Data		
Note: Complaints can be filed alleging multiple						2007 Thru
issues. The sum of the	2002	2003	2004	2005	2006	9-30
issues may not equal total						
complaints filed.						
Appointment/Hire				16	45	5
Assignment of Duties				68	59	6
Awards				60	25	1:
Conversion to Full-time				2	1	;
Disciplinary Action						
Demotion				17	6	18
Reprimand				48	19	50
Removal				36	23	2:
Suspension				41	40	4!
Other				n/a	28	,
Duty Hours				14	14	2:
Evaluation Appraisal				41	36	38
Examination/Test				5	8	
Harassment						
Non-Sexual				189	282	28
Sexual				43	51	3
Medical Examination				2	14	
Pay (Including Overtime)				26	28	2
Promotion/Non-Selection				239	287	27
Reassignment						
Denied				21	28	3.
Directed				43	30	2'
Reasonable Accommodation				27	34	4:
Reinstatement				0	4	
Retirement				2	4	ļ
Termination				162	136	13
Terms/Conditions of				87	116	14
Employment						
Time and Attendance				34	42	3
Training				39	29	2
Other				96	28	3

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Complaints Withdrawn by									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Total Complaints Withdrawn				n/a	81				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

					Compar	ative Data						
Total Final Actions Finding		Previous Fiscal Year Data									2007 T	hru 9-30
Discrimination	20	2002 2003 2004 2005 2006							2007 1	nru 9-30		
	#	%	#	%	#	%	#	%	#	%	#	%
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					Compar	ative Data						
Rendered by Basis				Pr	evious Fi	scal Year Da	ıta					
Note: Complaints can be filed alleging multiple bases. The sum of the											2007 Th	ru 9-30
bases may not equal total	20	002	20	003		2004	200)5	200)6		
complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							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%
Findings After Hearing							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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Findings Without Hearing				2	17	4	14	2	17%
Race				0	0	3	14	2	50%
Color				0	0	1	50	0	0%
Religion				0	0	0	0	0	0%
Reprisal				0	0	0	0	2	23%
Sex				0	0	0	0	2	29%
National Origin				0	0	0	0	0	0%
Equal Pay Act				0	0	0	0	0	0%
Age				0	0	0	0	0	0%
Disability	•			1	20	0	0	0	0%
Non-EEO				0	0	0	0	0	0%

Findings of Discrimination				D.		rative Data					2007 Th	0.20	
Findings of Discrimination Rendered by Issue	2	002	20	003	evious F	iscal Year Da 2004	200	ne l	200	2007		Thru 9-30	
Rendered by Issue	#	% %	#	%	#	2004 %	#	%	#	%	#	%	
Total Number Findings		, ,	''''		' '''		12	,,,	29	,,,	12	,,,	
Appointment/Hire				1			2	17	4	14	1	8%	
Assignment of Duties							2	17	1	3	1	8%	
Awards							0	0	1	3	0	0%	
Conversion to Full-time							0	0	0	0	0	0%	
Disciplinary Action							0	0	2	7	0	0%	
Demotion							0	0	0	0	0	0%	
Reprimand							0	0	2	7	0	0%	
Suspension							0	0	0	0	1	8%	
Removal							0	0	0	0	0	0%	
Other							0	0	0	0	1	8%	
Duty Hours							0	0	0	0	0	0%	
Evaluation Appraisal							0	0	2	0	0	0%	
Examination/Test							0	0	0	0	0	0%	
Harassment							1	8	11	40	2	17%	
Non-Sexual							1	8	9	31	2	17%	
Sexual							0	0	2	7	0	0%	
Medical Examination							0	0	1	3	0	0%	
Pay (Including Overtime)							0	0	1	3	1	8%	
Promotion/Non-Selection							4	33	10	34	2	17%	
Reassignment							0	0	0	0	2	17%	
Denied							0	0	0	0	0	0%	
Directed							0	0	0	0	2	17%	
Reasonable Accommodation							0	0	1	3	0	0%	
Reinstatement							0	0	0	0	0	0%	
Retirement							2	17	0	0	0	0%	
Termination							0	0	5	17	2	17%	
Terms/Conditions of							0	0	3	10	2	17%	
Time and Attendance							0	0	1	3	2	17%	
Training							0	0	0	0	0	0%	
Other							0	0	0	0	1	8%	
						1	, , , , , , , , , , , , , , , , , , , 						
Findings After Hearing				1			10	83	25	86	10	83%	
							2	100	4	100 1		100%	
Appointment/Hire							2			100	1		
Appointment/Hire Assignment of Duties							2	100	1	100	1	100%	
Appointment/Hire Assignment of Duties Awards							2	100 0	1 1	100 100	1	0%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time							2 0 0	100 0 0	1 1 0	100 100 0	1 0 0	0% 0%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action							2 0 0	100 0 0 0	1 1 0 0	100 100 0 0	1 0 0	0% 0% 0%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion							2 0 0 0	100 0 0 0 0	1 1 0 0	100 100 0 0	1 0 0 0	0% 0% 0% 0%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand							2 0 0 0 0	100 0 0 0 0 0	1 1 0 0 0 0	100 100 0 0 0 0	1 0 0 0 0	0% 0% 0% 0% 0%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension							0 0 0 0 0	100 0 0 0 0 0	1 1 0 0 0 0 2	100 100 0 0 0 0 100	1 0 0 0 0	0% 0% 0% 0% 0% 100%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal							0 0 0 0 0 0	100 0 0 0 0 0 0	1 1 0 0 0 2 0 0	100 100 0 0 0 100 0	1 0 0 0 0 0	0% 0% 0% 0% 0% 100%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other							0 0 0 0 0 0 0	100 0 0 0 0 0 0 0	1 1 0 0 0 2 0 0	100 100 0 0 0 100 0	1 0 0 0 0 0 0 1	0% 0% 0% 0% 0% 100%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal							2 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0	1 1 0 0 0 0 2 0 0	100 100 0 0 0 100 0 0 0 0 0	1 0 0 0 0 0 0 1 0	0% 0% 0% 0% 0% 100% 100% 100%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test							2 0 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 2 0 0 0 0	100 100 0 0 0 100 0 0 0 0 0 0 0	1 0 0 0 0 0 0 1 1 0	0% 0% 0% 0% 0% 100% 0% 100% 0%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment							2 0 0 0 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 2 0 0 0 0 0 1 1	100 100 0 0 0 100 0 0 0 0 0 50 0	1 0 0 0 0 0 0 1 1 0 0	0% 0% 0% 0% 0% 100% 0% 100%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual							2 0 0 0 0 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 2 0 0 0 0 1 1 0 7	100 100 0 0 0 100 0 0 0 0 0 0 0 0 78	1 0 0 0 0 0 0 1 0 1 0 0 2 2 2	0% 0% 0% 0% 0% 100% 0% 100% 0% 100%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual							2 0 0 0 0 0 0 0 0 0 0 0 0 0 1 1 1	100 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 2 0 0 0 0 0 1 0 7 7 5	100 100 0 0 0 100 0 0 0 0 0 50 0 78 71	1 0 0 0 0 0 0 1 1 0 0 2 2	0% 0% 0% 0% 0% 100% 0% 100% 0% 100%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination							2 0 0 0 0 0 0 0 0 0 0 0 0 0 1 1 1	100 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 2 0 0 0 0 0 1 0 0 7 5	100 100 0 0 0 100 0 0 0 0 50 0 78 71 100	1 0 0 0 0 0 0 1 1 0 0 0 2 2 2	0% 0% 0% 0% 0% 100% 0% 100% 0% 100% 100	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime)							2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 100 0 0 0 100 0 0 0 0 50 0 78 71 100 100	1 0 0 0 0 0 0 1 1 0 0 0 2 2 2 0	0% 0% 0% 0% 0% 100% 0% 100% 100% 0% 0% 100%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection							2 0 0 0 0 0 0 0 0 0 0 0 0 1 1 1 1 0	100 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 0 0 7 7 5 2 2 1 1 1 1 1 1 1	100 100 0 0 0 100 0 0 0 0 0 50 0 78 71 100 100	1 0 0 0 0 0 0 1 1 0 0 0 2 2 2 0 0	0% 0% 0% 0% 0% 100% 100% 100% 0% 100% 100% 100% 100%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment							2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0 0 0 0 0 100 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 0 7 7 5 2 2 1 1 1 0 0 0 0 0	100 100 0 0 0 100 0 0 0 0 50 0 78 71 100 100 100	1 0 0 0 0 0 1 1 0 0 2 2 2 0 0	0% 0% 0% 0% 0% 100% 0% 100% 0% 100% 0% 100% 100% 0% 0%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied							2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 0 7 5 5 2 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 100 0 0 0 100 0 0 0 50 0 78 71 100 100 100	1 0 0 0 0 0 0 1 1 0 0 2 2 2 0 0 0	0% 0% 0% 0% 0% 100% 0% 100% 0% 100% 0% 100% 0% 0% 0%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed							2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 100 0 0 0 0 100 0 0 50 0 78 71 100 100 100 100 0	1 0 0 0 0 0 0 1 1 0 0 0 2 2 2 0 0 0 0 0	0% 0% 0% 0% 0% 100% 0% 100% 0% 100% 100	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation							2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 1 1 0 0 7 7 5 5 2 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 100 0 0 0 0 100 0 0 0 50 0 78 71 100 100 100 100 0	1 0 0 0 0 0 0 1 1 0 0 0 2 2 2 2 0 0 0 0	0% 0% 0% 0% 0% 100% 0% 100% 100% 0% 100% 0% 0% 0% 0% 0% 0% 0%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Reinstatement							2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 1 1 0 7 7 5 5 2 2 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 100 0 0 0 0 100 0 0 0 50 0 78 71 100 100 100 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 1 1 0 0 0 2 2 2 2 0 0 0 0	0% 0% 0% 0% 0% 100% 0% 100% 0% 100% 0% 0% 0% 0% 0% 0% 0% 0%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Reinstatement Retirement							2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 0 0 0 7 7 5 5 2 2 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 100 0 0 0 0 100 0 0 0 50 0 78 71 100 100 100 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 1 1 0 0 0 2 2 2 0 0 0 0 0	0% 0% 0% 0% 0% 100% 0% 100% 0% 100% 0% 0% 0% 0% 0% 0% 0% 0%	
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Reinstatement							2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 1 1 0 7 7 5 5 2 2 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100 100 0 0 0 0 100 0 0 0 50 0 78 71 100 100 100 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 1 1 0 0 0 2 2 2 2 0 0 0 0	0% 0% 0% 0% 0% 100% 0% 100% 0% 100% 0% 0% 0% 0% 0% 0% 0% 0%	

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

Time and Attendance			0	0	0	0	2	100%
Training			0	0	0	0	0	0%
Other			0	0	0	0	1	100%
Findings Without Hearing			2	17	4	14	2	17%
Appointment/Hire			0	0	0	0	0	0%
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			0	0	0	0	0	0%
Employment								
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			2007 Thru						
in Previous Fiscal Years by		Previous Fiscal Year Data							
Status	2002	2003	2004	2005	2006	9-30			
Total complaints from				2595	2096	1411			
previous Fiscal Years									
Total Complainants				2262	1758	1315			
Number complaints pendin	g								
Investigation				997	480	147			
Hearing				652	574	438			
Final Action				651	683	679			
Appeal with EEOC Office				254	188	147			
of Federal Operations									

Complaint Investigations	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	7-30
Pending Complaints Where						
Investigations Exceeds						
Required Time Frames				634	154	367