

**Equal Employment Opportunity Data Posted Pursuant to the No Fear Act
U.S. Immigration and Customs Enforcement**

NUMBER OF COMPLAINTS FILED	2005 4th Qtr	2004
<i>Complaints Filed</i>	274	271
NUMBER OF INDIVIDUALS FILING COMPLAINTS	2005 4th Qtr	2004
<i>1. Number of Individuals Who Filed Complaints</i>	236	249
<i>2. Number of Individuals Who Filed 2 or more complaints</i>	20	18
NUMBER OF COMPLAINTS BY BASIS	2005 4th Qtr	2004
<i>1. Race</i>	48	373
<i>2. Color</i>	5	373
<i>3. Religion</i>	6	39
<i>4. Retaliation</i>	92	416
<i>5. Sex</i>	76	314
<i>6. National Origin</i>	36	159
<i>7. Age</i>	48	297
<i>8. Disability</i>	33	153
<i>9. Non-EEO Basis</i>	9	11
Total	353	2135
NUMBER OF COMPLAINTS BY ISSUE	2005 4th Qtr	2004

1. <i>Appointment/Hire</i>	1	284
2. <i>Assignment of Duties</i>	27	80
3. <i>Awards</i>	4	13
4. <i>Conversion to Full Time</i>	0	0
5. <i>Disciplinary Action</i>	24	
(a) Demotion	2	7
(b) Reprimand	8	29
(c) Suspension	9	28
(d) Removal	5	60
6. <i>Duty Hours</i>	1	1
7. <i>Evaluation/Appraisal</i>	14	73
8. <i>Examination/Test</i>	0	3
9. <i>Harassment</i>	24	
(a) Non-Sexual	19	45
(b) Sexual	5	41
10. <i>Medical Examination</i>	0	3
11. <i>Pay/Overtime</i>	7	22
12. <i>Promotion/Non Selection</i>	83	284
13. <i>Reassignment</i>	25	
(a) Denied	13	32
(b) Directed	12	60
14. <i>Reasonable Accommodation</i>	10	38
15. <i>Reinstatement</i>	0	4
16. <i>Retirement</i>	1	18
17. <i>Termination</i>	11	60
18. <i>Terms/Conditions of Employ.</i>	44	132
19. <i>Time and Attendance</i>	23	38
20. <i>Training</i>	15	29
21. <i>Other (Hostile Work Environment)</i>	13	166
Total	326	1550

NUMBER OF COMPLAINTS PENDING	2005 4th Qtr	2004
<i>1. Total Number of Complaints Pending</i>	497	613
<i>2. Number of Individuals Filing Complaints</i>	462	494
<i>3. Total Number of Complaints by Stage</i>		
(a) Investigation Stage	155	136
(b) Hearing Stage	114	184
(c) Final Agency Action Stage	154	293
(d) Appeal Stage	74	56
AVERAGE PROCESSING TIME FOR INVESTIGATIONS AND FINAL AGENCY ACTIONS (in days)	2005 4th Qtr	2004
<i>1. All Investigations</i>		
(a) Investigations Where A Hearing Was Requested	272	952
(b) Investigations Where No Hearing Requested	336	549
<i>2. All Final Agency Actions</i>		
(a) Final Agency Actions Where A Hearing Was Requested	1071	1073
(b) Final Agency Actions Where No Hearing Requested	1162	855
NUMBER OF INVESTIGATIONS	2005 4th Qtr	2004

PENDING IN EXCESS OF THE REGULATORY TIME PERIOD		
<i>Number of Investigations Pending in Excess of the Regulatory Time Period</i>	35	40
NUMBER OF COMPLAINTS DISMISSED	2005 4th Qtr	2004
<i>1. Total Number of Complaints Dismissed</i>	88	64
<i>2. Average Time Complaint Was Pending Prior to Dismissal (in days)</i>	239	254
FINAL AGENCY ACTION TAKEN ON FINDINGS OF DISCRIMINATION- TOTAL	2005 4th Qtr	2004
		Number
1. After A Hearing	3	8
2. Without A Hearing	1	10
3. Total	4	18
FINAL AGENCY ACTION TAKEN ON FINDINGS OF DISCRIMINATION- BY BASIS	2005 4th Qtr	2004

		Number
<i>1. Race</i>		
(a) After A Hearing	1	2
(b) Without A Hearing	0	0
<i>2. Color</i>		
(a) After A Hearing	0	2
(b) Without A Hearing	0	0
<i>3. Religion</i>		
(a) After A Hearing	0	0
(b) Without A Hearing	0	0
<i>4. Reprisal</i>		
(a) After A Hearing	2	4
(b) Without A Hearing	0	0
<i>5. Sex</i>		
(a) After A Hearing	2	2
(b) Without A Hearing	0	5
<i>6. National Origin</i>		
(a) After A Hearing	0	1
(b) Without A Hearing	0	3
<i>7. Age</i>		
(a) After A Hearing	0	2
(b) Without A Hearing	0	1
<i>8. Disability</i>		
(a) After A Hearing	1	1
(b) Without A Hearing	0	0
Total	6	23
FINAL ACTION TAKEN ON	2005 4th Qtr	2004

FINDINGS OF DISCRIMINATION- BY ISSUE		
		#
<i>1. Appointment/Hire</i>		
After A Hearing	0	1
Without A Hearing	0	4
<i>2. Assignment of Duties</i>		
After A Hearing	1	2
Without A Hearing	0	0
<i>3. Awards</i>		
After A Hearing	0	1
Without A Hearing	0	0
<i>4. Conversion to Full Time</i>		
After A Hearing	0	0
Without A Hearing	0	0
<i>5. Disciplinary Action</i>		
(a) Demotion		
After A Hearing	0	0
Without A Hearing	0	0
(b) Reprimand		
After A Hearing	0	0
Without A Hearing	0	0
(c) Suspension		
After A Hearing	0	0
Without A Hearing	0	0
(d) Removal		
After A Hearing	0	0
Without A Hearing	0	1
<i>6. Duty Hours</i>		
After A Hearing	0	0
Without A Hearing	0	0

<i>7. Evaluation/Appraisal</i>		
After A Hearing	0	1
Without A Hearing	0	0
<i>8. Examination/Test</i>		
After A Hearing	0	0
Without A Hearing	0	0
<i>9. Harassment</i>		
(a) Non-Sexual		
After A Hearing	0	0
Without A Hearing	0	3
(b) Sexual		
After A Hearing	0	0
Without A Hearing	0	1
<i>10. Medical Examination</i>		
After A Hearing	0	0
Without A Hearing	0	0
<i>11. Pay Including Overtime</i>		
After A Hearing	0	1
Without A Hearing	0	0
<i>12. Promotion/Non Selection</i>		
After A Hearing	3	1
Without A Hearing	0	4
<i>13. Reassignment</i>		
(a) Reassignment Denied		
After A Hearing	0	0
Without A Hearing	0	0
(b) Reassignment Directed		
After A Hearing	0	0
Without A Hearing	0	1
<i>14. Reasonable Accommodation</i>		

After A Hearing	0	0
Without A Hearing	0	0
<i>15. Reinstatement</i>		
After A Hearing	0	0
Without A Hearing	0	0
<i>16. Retirement</i>		
After A Hearing	0	0
Without A Hearing	0	0
<i>17. Termination</i>		
After A Hearing	0	0
Without A Hearing	0	1
<i>18. Terms/Conditions of Employ.</i>		
After A Hearing	0	0
Without A Hearing	0	1
<i>19. Time and Attendance</i>		
After A Hearing	0	0
Without A Hearing	0	0
<i>20. Training</i>		
After A Hearing	0	0
Without A Hearing	0	0
<i>21. Other</i>		
After A Hearing	0	0
Without A Hearing	0	0
Total	4	23