

DHS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT:  
Data as of September 30, 2008 - 4th Quarter 2008

Complaint Activity	Comparative Data					2008 Thru 9-30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Number of Complaints Filed			1199	1083	1086	1145
Number of Complainants			1075	1010	1045	1099
Repeat Filers			80	54	42	52

Complaints by Basis	Comparative Data					2008 Thru 9-30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
<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	298
Color			75	83	80	92
Religion			50	57	38	48
Reprisal			406	391	389	432
Sex			408	349	334	385
National Origin			197	193	158	175
Equal Pay Act			n/a	1	7	3
Age			287	336	283	321
Disability			264	258	260	238
Non-EEO			16	44	24	16

Complaints by Issue	Comparative Data					2008 Thru 9-30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
<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	57
Assignment of Duties			68	59	61	68
Awards			60	25	15	22
Conversion to Full-time			2	1	3	1
<b>Disciplinary Action</b>						
Demotion			17	6	18	11
Reprimand			48	19	50	46
Removal			36	23	22	34
Suspension			41	40	45	30
Other			n/a	28	1	14
Duty Hours			14	14	22	15
Evaluation Appraisal			41	36	38	40
Examination/Test			5	8	8	5
<b>Harassment</b>						
Non-Sexual			189	282	289	314
Sexual			43	51	37	33
Medical Examination			2	14	8	10
Pay (Including Overtime)			26	28	25	27
Promotion/Non-Selection			239	287	277	248
<b>Reassignment</b>						
Denied			21	28	34	34
Directed			43	30	29	28
Reasonable Accommodation			27	34	43	47
Reinstatement			0	4	4	2
Retirement			2	4	5	2
Termination			162	136	135	112
Terms/Conditions of Employment			87	116	142	108
Time and Attendance			34	42	36	54
Training			39	29	26	23
Other			96	28	35	44

Processing Time	Comparative Data					2008 Thru 9-30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	

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Complaints pending during fiscal year						
Average number of days in investigation stage			322	406	311.5	249.9
Average number of days in final action stage			n/a	326	428.1	296
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage			331	338	242.5	259.4
Average number of days in final action stage			n/a	48	72.5	64
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage			301	413	347.3	312.8
Average number of days in final action stage			842	443	587.6	660.5

Complaints Dismissed by Agency	Comparative Data					2008 Thru 9-30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency			231	281	187	247
Average days pending prior to dismissal			306	254	257	220
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants			n/a	81	96	109

Total Final Actions Finding Discrimination	Comparative Data										2008 Thru 9-30	
	Previous Fiscal Year Data											
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					12		29		12		21	
Without Hearing					2	17%	4	14%	2	17%	0	0%
With Hearing					10	83%	25	86%	10	83%	21	100%

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											
	2008 Thru 9-30											
	2003		2004		2005		2006		2007		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>					12		29		12		21	
Race					1	8%	21	72%	3	25%	7	33%
Color					0	0%	2	7%	0	0%	3	14%
Religion					1	8%	1	3%	1	8%	5	24%
Reprisal					3	25%	10	34%	6	50%	5	24%
Sex					5	42%	10	34%	7	58%	7	33%
National Origin					1	8%	1	3%	1	8%	8	38%
Equal Pay Act					0	0%	0	0%	0	0%	0	0%
Age					3	25%	5	17%	2	17%	4	10%
Disability					5	42%	3	10%	0	0%	2	10%
Non-EEO					0	0%	0	0%	0	0%	0	0%
<b>Findings After Hearing</b>					10	83%	25	86%	10	83%	21	100%
Race					1	100%	18	86%	2	50%	7	100%
Color					0	0%	1	50%	0	0%	3	100%
Religion					1	100%	1	100%	1	100%	5	100%
Reprisal					3	100%	10	100%	4	67%	5	100%
Sex					5	100%	10	100%	5	71%	7	100%
National Origin					1	100%	1	100%	1	100%	8	100%
Equal Pay Act					0	0%	0	0%	0	0%	0	0%

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Age				3	100%	5	100%	2	100%	4	100%
Disability				4	80%	3	100%	0	0%	2	100%
Non-EEO				0	0%	0	0%	0	0%	0	0%
<b>Findings Without Hearing</b>				2	17	4	14	2	17%	0	0%
Race				0	0	3	14	2	50%	0	0%
Color				0	0	1	50	0	0%	0	0%
Religion				0	0	0	0	0	0%	0	0%
Reprisal				0	0	0	0	2	23%	0	0%
Sex				0	0	0	0	2	29%	0	0%
National Origin				0	0	0	0	0	0%	0	0%
Equal Pay Act				0	0	0	0	0	0%	0	0%
Age				0	0	0	0	0	0%	0	0%
Disability				1	20	0	0	0	0%	0	0%
Non-EEO				0	0	0	0	0	0%	0	0%

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2008 Thru 9-30	
	2003		2004		2005		2006		2007		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>					12		29		12		21	
Appointment/Hire					2	17	4	14	1	8%	2	10%
Assignment of Duties					2	17	1	3	1	8%	1	5%
Awards					0	0	1	3	0	0%	0	0%
Conversion to Full-time					0	0	0	0	0	0%	0	0%
Disciplinary Action					0	0	2	7	0	0%	0	0%
Demotion					0	0	0	0	0	0%	0	0%
Reprimand					0	0	2	7	0	0%	0	0%
Suspension					0	0	0	0	1	8%	0	0%
Removal					0	0	0	0	0	0%	2	10%
Other					0	0	0	0	1	8%	0	0%
Duty Hours					0	0	0	0	0	0%	0	0%
Evaluation Appraisal					0	0	2	0	0	0%	0	0%
Examination/Test					0	0	0	0	0	0%	0	0%
Harassment					1	8	11	40	2	17%	5	24%
Non-Sexual					1	8	9	31	2	17%	5	24%
Sexual					0	0	2	7	0	0%	0	0%
Medical Examination					0	0	1	3	0	0%	0	0%
Pay (Including Overtime)					0	0	1	3	1	8%	0	0%
Promotion/Non-Selection					4	33	10	34	2	17%	11	52%
Reassignment					0	0	0	0	2	17%	0	0%
Denied					0	0	0	0	0	0%	0	0%
Directed					0	0	0	0	2	17%	0	0%
Reasonable Accommodation					0	0	1	3	0	0%	0	0%
Reinstatement					0	0	0	0	0	0%	0	0%
Retirement					2	17	0	0	0	0%	0	0%
Termination					0	0	5	17	2	17%	2	10%
Terms/Conditions of					0	0	3	10	2	17%	2	10%
Time and Attendance					0	0	1	3	2	17%	0	0%
Training					0	0	0	0	0	0%	0	0%
Other					0	0	0	0	1	8%	0	0%
<b>Findings After Hearing</b>					10	83	25	86	10	83%	21	100%
Appointment/Hire					2	100	4	100	1	100%	2	100%
Assignment of Duties					2	100	1	100	1	100%	1	100%
Awards					0	0	1	100	0	0%	0	0%
Conversion to Full-time					0	0	0	0	0	0%	0	0%
Disciplinary Action					0	0	0	0	0	0%	0	0%
Demotion					0	0	0	0	0	0%	0	0%
Reprimand					0	0	2	100	0	0%	0	0%
Suspension					0	0	0	0	1	100%	0	0%
Removal					0	0	0	0	0	0%	2	100%
Other					0	0	0	0	1	100%	0	0%
Evaluation Appraisal					0	0	1	50	0	0%	0	0%
Examination/Test					0	0	0	0	0	0%	0	0%
Harassment					1	100	7	78	2	100%	5	100%
Non-Sexual					1	100	5	71	2	100%	5	100%
Sexual					0	0	2	100	0	0%	0	0%
Medical Examination					0	0	1	100	0	0%	0	0%
Pay (Including Overtime)					0	0	1	100	1	100%	0	0%
Promotion/Non-Selection					4	100	10	100	2	100%	11	100%
Reassignment					0	0	0	0	0	0%	0	0%
Denied					0	0	0	0	0	0%	0	0%
Directed					0	0	0	0	0	0%	0	0%
Reasonable Accommodation					0	0	1	100	0	0%	0	0%
Reinstatement					0	0	0	0	0	0%	0	0%
Retirement					0	0	0	0	0	0%	0	0%

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Termination					1	50	5	100	0	0%	2	100%
Terms/Conditions of Employment					0	0	3	100	2	100%	2	100%
Time and Attendance					0	0	0	0	2	100%	0	0%
Training					0	0	0	0	0	0%	0	0%
Other					0	0	0	0	1	100%	0	0%
<b>Findings Without Hearing</b>												
Appointment/Hire					2	17	4	14	2	17%	0	0%
Assignment of Duties					0	0	0	0	0	0%	0	0%
Awards					0	0	0	0	0	0%	0	0%
Conversion to Full-time					0	0	0	0	0	0%	0	0%
Disciplinary Action					0	0	0	0	0	0%	0	0%
Demotion					0	0	0	0	0	0%	0	0%
Reprimand					0	0	0	0	0	0%	0	0%
Suspension					0	0	0	0	0	0%	0	0%
Removal					0	0	0	0	0	0%	0	0%
Other					0	0	0	0	0	0%	0	0%
Duty Hours					0	0	0	0	0	0%	0	0%
Evaluation Appraisal					0	0	1	50	0	0%	0	0%
Examination/Test					0	0	0	0	0	0%	0	0%
Harassment					0	0	4	36	0	0%	0	0%
Non-Sexual					0	0	4	44	0	0%	0	0%
Sexual					0	0	0	0	0	0%	0	0%
Medical Examination					0	0	0	0	0	0%	0	0%
Pay (Including Overtime)					0	0	0	0	0	0%	0	0%
Promotion/Non-Selection					0	0	0	0	0	0%	0	0%
Reassignment					0	0	0	0	2	100%	0	0%
Denied					0	0	0	0	0	0%	0	0%
Directed					0	0	0	0	2	100%	0	0%
Reasonable Accommodation					0	0	0	0	0	0%	0	0%
Reinstatement					0	0	0	0	0	0%	0	0%
Retirement					0	0	0	0	0	0%	0	0%
Termination					1	50	0	0	0	0%	0	0%
Terms/Conditions of Employment					0	0	0	0	0	0%	0	0%
Time and Attendance					0	0	1	100	0	0%	0	0%
Training					0	0	0	0	0	0%	0	0%
Other					0	0	0	0	0	0%	0	0%

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2008 Thru 9-30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years			2595	2096	1411	1382
Total Complainants			2262	1758	1315	1280
<b>Number complaints pending</b>						
Investigation			997	480	147	164
Hearing			652	574	438	468
Final Action			651	683	679	649
Appeal with EEOC Office of Federal Operations			254	188	147	164

Complaint Investigations	Comparative Data					2008 Thru 9-30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceeds Required Time Frames			634	154	367	375

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