

DHS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT: Data as of December 31, 2008 - 1st Quarter 2009

Complaint Activity	Comparative Data					2008 Thru 12-31
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	
Number of Complaints Filed		1199	1083	1086	1145	508
Number of Complainants		1075	1010	1045	1099	507
Repeat Filers		80	54	42	52	1

Complaints by Basis	Comparative Data					2008 Thru 12-31
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	
<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	78
Color		75	83	80	92	24
Religion		50	57	38	48	13
Reprisal		406	391	389	432	266
Sex		408	349	334	385	68
National Origin		197	193	158	175	307
Equal Pay Act		n/a	1	7	3	0
Age		287	336	283	321	69
Disability		264	258	260	238	47
Non-EEO		16	44	24	16	5

Complaints by Issue	Comparative Data					2008 Thru 12-31
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	
<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	45
Assignment of Duties		68	59	61	68	90
Awards		60	25	15	22	1
Conversion to Full-time		2	1	3	1	0
Disciplinary Action						
Demotion		17	6	18	11	2
Reprimand		48	19	50	46	10
Removal		36	23	22	34	2
Suspension		41	40	45	30	12
Other		n/a	28	1	14	4
Duty Hours		14	14	22	15	4
Evaluation Appraisal		41	36	38	40	17
Examination/Test		5	8	8	5	2
Harassment						
Non-Sexual		189	282	289	314	144
Sexual		43	51	37	33	5
Medical Examination		2	14	8	10	2
Pay (Including Overtime)		26	28	25	27	5
Promotion/Non-Selection		239	287	277	248	57
Reassignment						
Denied		21	28	34	34	4
Directed		43	30	29	28	2
Reasonable Accommodation		27	34	43	47	6
Reinstatement		0	4	4	2	2
Retirement		2	4	5	2	1
Termination		162	136	135	112	21
Terms/Conditions of Employment		87	116	142	108	22
Time and Attendance		34	42	36	54	38
Training		39	29	26	23	1
Other		96	28	35	44	269

Processing Time	Comparative Data					2008 Thru 12-31
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation stage		322	406	311.5	249.9	221.4
Average number of days in final action stage		n/a	326	428.1	296	312.3
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage		331	338	242.5	259.4	227.4
Average number of days in final action stage		n/a	48	72.5	64	80
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage		301	413	347.3	312.8	237.5
Average number of days in final action stage		842	443	587.6	660.5	510.1

Complaints Dismissed by Agency	Comparative Data					2008 Thru 12-31
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	
Total Complaints Dismissed by Agency		231	281	187	247	41
Average days pending prior to dismissal		306	254	257	220	176
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants		n/a	81	96	109	23

Total Final Actions Finding Discrimination	Comparative Data										2008 Thru 12-31	
	Previous Fiscal Year Data											
	2004		2005		2006		2007		2008		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings			12		29		12		21		9	
Without Hearing			2	17%	4	14%	2	17%	0	0%	1	11%
With Hearing			10	83%	25	86%	10	83%	21	100%	8	89%

Findings of Discrimination Rendered by Basis	Comparative Data										2008 Thru 12-31	
	Previous Fiscal Year Data											
	2004		2005		2006		2007		2008		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings			12		29		12		21		9	
Race			1	8%	21	72%	3	25%	7	33%	4	44%
Color			0	0%	2	7%	0	0%	3	14%	0	0%
Religion			1	8%	1	3%	1	8%	5	24%	0	0%
Reprisal			3	25%	10	34%	6	50%	5	24%	7	78%
Sex			5	42%	10	34%	7	58%	7	33%	2	22%
National Origin			1	8%	1	3%	1	8%	8	38%	0	0%
Equal Pay Act			0	0%	0	0%	0	0%	0	0%	0	0%
Age			3	25%	5	17%	2	17%	4	10%	1	11%
Disability			5	42%	3	10%	0	0%	2	10%	2	22%
Non-EEO			0	0%	0	0%	0	0%	0	0%	0	0%
Findings After Hearing			10		25		10		21		8	
Race			1	100%	18	86%	2	50%	7	100%	4	100%

Color			0	0%	1	50%	0	0%	3	100%	0	0%
Religion			1	100%	1	100%	1	100%	5	100%	0	0%
Reprisal			3	100%	10	100%	4	67%	5	100%	7	100%
Sex			5	100%	10	100%	5	71%	7	100%	2	100%
National Origin			1	100%	1	100%	1	100%	8	100%	0	0%
Equal Pay Act			0	0%	0	0%	0	0%	0	0%	0	0%
Age			3	100%	5	100%	2	100%	4	100%	1	100%
Disability			4	80%	3	100%	0	0%	2	100%	1	50%
Non-EEO			0	0%	0	0%	0	0%	0	0%	0	0%
Findings Without Hearing												
Race			2	0	4	14%	2	50%	0	0%	1	0%
Color			0	0	1	50%	0	0%	0	0%	0	0%
Religion			0	0	0	0	0	0%	0	0%	0	0%
Reprisal			0	0	0	0	2	23%	0	0%	0	0%
Sex			0	0	0	0	2	29%	0	0%	0	0%
National Origin			0	0	0	0	0	0%	0	0%	0	0%
Equal Pay Act			0	0	0	0	0	0%	0	0%	0	0%
Age			0	0	0	0	0	0%	0	0%	0	0%
Disability			1	20%	0	0	0	0%	0	0%	1	50%
Non-EEO			0	0	0	0	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Issue	Comparative Data										2008 Thru 12-31	
	Previous Fiscal Year Data											
	2004		2005		2006		2007		2008		#	%
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings			12		29		12		21		9	
Appointment/Hire			2	17%	4	14%	1	8%	2	10%	0	0%
Assignment of Duties			2	17%	1	3%	1	8%	1	5%	1	11%
Awards			0	0%	1	3%	0	0%	0	0%	0	0%
Conversion to Full-time			0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action			0	0%	2	7%	0	0%	0	0%	2	22%
Demotion			0	0%	0	0%	0	0%	0	0%	2	22%
Reprimand			0	0%	2	7%	0	0%	0	0%	0	0%
Suspension			0	0%	0	0%	1	8%	0	0%	0	0%
Removal			0	0%	0	0%	0	0%	2	10%	0	0%
Other			0	0%	0	0%	1	8%	0	0%	0	0%
Duty Hours			0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal			0	0%	2	0%	0	0%	0	0%	0	0%
Examination/Test			0	0%	0	0%	0	0%	0	0%	0	0%
Harassment			1	8%	11	40%	2	17%	5	24%	4	44%
Non-Sexual			1	8%	9	31%	2	17%	5	24%	4	44%
Sexual			0	0%	2	7%	0	0%	0	0%	0	0%
Medical Examination			0	0%	1	3%	0	0%	0	0%	1	11%
Pay (Including Overtime)			0	0%	1	3%	1	8%	0	0%	0	0%
Promotion/Non-Selection			4	33%	10	34	2	17%	11	52%	1	11%
Reassignment			0	0%	0	0%	2	17%	0	0%	0	0%
Denied			0	0%	0	0%	0	0%	0	0%	0	0%
Directed			0	0%	0	0%	2	17%	0	0%	0	0%
Reasonable Accommodation			0	0%	1	3%	0	0%	0	0%	0	0%
Reinstatement			0	0%	0	0%	0	0%	0	0%	0	0%
Retirement			2	17%	0	0%	0	0%	0	0%	0	0%
Termination			0	0%	5	17%	2	17%	2	10%	2	22%
Terms/Conditions of			0	0%	3	10%	2	17%	2	10%	1	11%
Time and Attendance			0	0%	1	3%	2	17%	0	0%	1	11%
Training			0	0%	0	0%	0	0%	0	0%	0	0%
Other			0	0%	0	0%	1	8%	0	0%	1	11%
Findings After Hearing												
Appointment/Hire			10		25		10		21		8	
Assignment of Duties			2	100%	4	100%	1	100%	2	100%	0	0%
Assignment of Duties			2	100%	1	100%	1	100%	1	100%	1	100%
Awards			0	0%	1	100%	0	0%	0	0%	0	0%
Conversion to Full-time			0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action			0	0%	0	0%	0	0%	0	0%	2	100%
Demotion			0	0%	0	0%	0	0%	0	0%	2	100%
Reprimand			0	0%	2	100%	0	0%	0	0%	0	0%
Suspension			0	0%	0	0%	1	100%	0	0%	0	0%
Removal			0	0%	0	0%	0	0%	2	100%	0	0%
Other			0	0%	0	0%	1	100%	0	0%	0	0%
Evaluation Appraisal			0	0%	1	50%	0	0%	0	0%	0	0%
Examination/Test			0	0%	0	0	0	0%	0	0%	0	0%
Harassment			1	100%	7	78%	2	100%	5	100%	4	100%
Non-Sexual			1	100%	5	71%	2	100%	5	100%	4	100%
Sexual			0	0%	2	100%	0	0%	0	0%	0	0%
Medical Examination			0	0%	1	100%	0	0%	0	0%	0	0%
Pay (Including Overtime)			0	0%	1	100%	1	100%	0	0%	0	0%
Promotion/Non-Selection			4	100%	10	100%	2	100%	11	100%	1	100%

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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2008 Thru 12-31
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years		2595	2096	1411	1382	1855
Total Complainants		2262	1758	1315	1280	1753
Number complaints pending						
Investigation		997	480	147	164	394
Hearing		652	574	438	468	636
Final Action		651	683	679	649	649
Appeal with EEOC Office of Federal Operations		254	188	147	164	234

Complaint Investigations	Comparative Data					2008 Thru 12-31
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceeds Required Time Frames		634	154	367	375	263