

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

ICE (and below)

For 1st Quarter 2012 for period ending December 31, 2011

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	100	81	129	146	176	29
Number of Complainants	100	81	129	146	175	29
Repeat Filers	0	0	0	0	1	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	31	21	42	41	70	9
Color	9	5	11	19	29	1
Religion	3	1	2	7	9	3
Reprisal	46	43	43	63	103	9
Sex	33	29	38	41	73	4
National Origin	29	14	26	26	41	5

Equal Pay Act	0	0	0	0	1	0
Age	26	23	48	44	62	9
Disability	14	14	20	22	40	8
Non-EEO	0	0	3	5	16	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	2	1	1	7	1	1
Assignment of Duties	4	4	12	9	9	2
Awards	3	2	2	5	11	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	1	0	0	0
Reprimand	3	8	0	7	20	1
Suspension	4	3	4	5	3	0
Removal	4	3	3	2	2	1
Other	1	0	0	1	3	0
Duty Hours	1	1	2	1	4	1
Evaluation Appraisal	2	5	10	16	24	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	32	22	37	53	81	11
Sexual	3	1	2	2	10	0
Medical Examination	2	0	0	1	2	0

Pay (Including Overtime)	2	1	0	0	14	0
Promotion/Non-Selection	36	15	37	32	46	5
Reassignment						
Denied	9	0	0	3	10	2
Directed	6	2	3	5	30	2
Reasonable Accommodation	1	2	4	4	2	0
Reinstatement	0	1	0	0	0	0
Retirement	0	0	0	2	1	0
Termination	4	9	11	15	17	0
Terms/Conditions of Employment	22	16	6	28	81	3
Time and Attendance	4	2	2	5	5	1
Training	6	4	3	1	7	2
Other	0	12	10	12	18	2

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	

Complaints pending during fiscal year

Average number of days in investigation	645.10	195.10	203.29	220.41	224.75	252.70
Average number of days in final action	326.74	676.79	500.04	956.37	283.60	226.15

Complaint pending during fiscal year where hearing was requested

Average number of days in investigation	577.15	211.48	210.45	222.37	225.64	239.38
Average number of days in final	37.35	24.46	36.88	38.69	18.68	39.00

action												
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	722.43	177.95	196.94	218.73	224.16	259.80						
Average number of days in final action	819.78	1,329.12	855.49	1,244.27	357.62	444.50						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2012Thru12-31	
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	26	28	23	18	15	1						
Average days pending prior to dismissal	372	353	454	602	145	814						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	19	6	3	3	15	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012Thru12-31	
	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		3		1		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	3	100	0	0	3	100	1	100	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012Thru12-31	
<i>Note: Complaints can be</i>	2007	2008	2009	2010	2011							

Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012Thru12-31	
	2007		2008		2009		2010		2011		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	3		0		3		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	67	0	0	0	0	1	100	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	33	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	33	0	0	0	0	0	0

Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	33	0	0	0	0	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	33	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	33	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	1	33	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	1	33	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		0		3		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	67	0	0	0	0	1	100	0	0	0	0

Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	33	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	33	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	33	0	0	0	0	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	33	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	33	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	1	33	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	1	33	0	0	0	0	0	0

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2012Thru12-31					
	Previous Fiscal Year Data											
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	225	195	172	187	212	222						
Total Complainants	225	195	172	187	212	221						
Number complaints pending												
Investigation	16	7	4	5	8	103						
ROI issued, pending Complainant's action	0	1	0	0	0	1						
Hearing	44	45	38	45	51	68						
Final Agency Action	33	38	19	27	11	17						
Appeal with EEOC Office of Federal Operations	0	3	4	5	20	24						
Complaint Investigations	Comparative Data						2012Thru12-31					
	Previous Fiscal Year Data											
	2007	2008	2009	2010	2011							

Pending Complaints Where Investigations Exceed Required Time Frames	25	16	15	17	40	61
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