

USCIS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT:
For 1st Quarter 2013 for period ending December 31, 2012

Complaint Activity	Comparative Data						2013 thru 12/31
	Previous Fiscal Year Data						
	2007	2008	2009	2010	2011	2012	
Number of Complaints Filed	94	98	94	129	82	114	31
Number of Complainants	91	87	88	125	79	108	30
Repeat Filers	3	11	6	4	3	6	1

Complaints by Basis	Comparative Data						2013 thru 12/31
	Previous Fiscal Year Data						
	2007	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>							
Race	32	36	37	51	32	46	12
Color	17	18	15	20	11	24	5
Religion	1	9	9	8	6	5	2
Reprisal	35	38	37	62	40	67	19
Sex	37	42	33	54	32	37	13
PDA						0	0
National Origin	22	18	21	37	16	28	10
Equal Pay Act	1	1	0	0	0	0	0
Age	32	29	34	60	41	59	14
Disability	11	29	26	32	34	37	12
GINA	0	0	0	0	0	1	1
Non-EEO	3	5	3	3	5	5	1

Complaints by Issue	Comparative Data						2013 thru 12/31
	Previous Fiscal Year Data						
	2007	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>							
Appointment/Hire	4	1	1	1	4	4	0
Assignment of Duties	7	0	4	10	6	4	1
Awards	0	1	0	1	1	1	0
Conversion to Full-time	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	3	0	0	3	1	0	0
Reprimand	7	5	5	10	7	9	2
Suspension	2	3	7	1	5	4	0
Removal	3	2	2	8	3	1	2
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	2	0	1	0
Evaluation Appraisal	11	7	13	24	13	17	5
Examination/Test	1	0	0	0	0	0	0
Harassment							
Non-Sexual	27	35	29	48	22	35	7
Sexual	6	2	1	5	2	2	4
Medical Examination	0	0	0	1	0	0	1
Pay (Including Overtime)	2	1	1	0	0	0	0
Promotion/Non-Selection	35	38	28	30	27	55	8
Reassignment							
Denied	5	3	2	2	0	1	1
Directed	4	4	3	6	1	3	2
Reasonable Accommodation	3	7	6	8	11	11	4
Reinstatement	1	0	0	0	0	0	0
Retirement	0	1	1	1	1	3	0
Termination	11	7	9	1	3	6	4
Terms/Conditions of Employment	18	27	29	44	14	28	6
Time and Attendance	7	5	6	6	1	6	0
Training	3	2	3	7	2	10	0
Other	0	0	0	0	0	0	0

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Processing Time	Comparative Data						2013 thru 12/31
	Previous Fiscal Year Data						
	2007	2008	2009	2010	2011	2012	
Complaints pending during fiscal year							
Average number of days in investigation stage	225.1	216.7	186	154	132.7	147.7	160
Average number of days in final action stage	281.5	263.4	209	411	191.3	64.83	51.82
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation stage	272.8	204.6	184	140	132.3	150.5	169
Average number of days in final action stage	162.6	120.3	111	32	20.69	20.88	24.44
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation stage	167.1	243.6	189	170	133	137.5	158
Average number of days in final action stage	426.3	883.7	546	689	283.8	152.8	175

Complaints Dismissed by Agency	Comparative Data						2013 thru 12/31
	Previous Fiscal Year Data						
	2007	2008	2009	2010	2011	2012	
Total Complaints Dismissed by Agency	22	23	33	26	13	12	3
Average days pending prior to dismissal	172.9	171	145	35	105	160	103
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	12	16	7	9	7	9	7

Total Final Actions Finding Discrimination	Comparative Data												2013 thru 12/31	
	Previous Fiscal Year Data													
	2007		2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		1		1		1		2	
Without Hearing	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
With Hearing	2	100%	0	0%	0	0%	1	100%	0	0%	1	100%	2	100%

Findings of Discrimination Rendered by Basis	Comparative Data													
	Previous Fiscal Year Data													
	2007		2008		2009		2010		2011		2012		2013 thru 12/31	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>														
Total Number Findings	2		0		0		1		1		1		2	
Race	0	0%	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%	0	0%
Religion	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	1	50%	0	0%	0	0%	1	100%	1	100%	0	0%	2	100%
Sex	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	1	50%	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%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

USCIS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT:
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Findings After Hearing														
Race	0	0	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	0	0
Religion	1	50%	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50%	0	0	0	0	1	100%	0	0	0	0	2	100%
Sex	1	50%	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	0	0
Equal Pay Act	1	50%	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	1	100%	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	1	50%
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing														
Race	0	0	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	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100%	0	0	0	0
Sex	0	0	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	0	0
Equal Pay Act	0	0	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	0	0
Disability	0	0	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	0	0

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data												2013 thru 12/31	
	2007		2008		2009		2010		2011		2012		#	%
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	2		0		0		1		1		1		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	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	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	100%	0	0	1	50%
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	1	50%
Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	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	0	0
Evaluation Appraisal	0	0	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	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	50%	0	0	0	0	1	100%	0	0	0	0	0	0
Sexual	0	0	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	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	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	1	50%
Reinstatement	0	0	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	0	0
Termination	0	0	0	0	0	0	0	0	0	0	1	100%	0	0
Terms/Conditions of Employment	1	50%	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	50%	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	0	0
Other	1	50%	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing														
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	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	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	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	1	50%
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	1	50%
Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	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	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	50%	0	0	0	0	1	100%	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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For 1st Quarter 2013 for period ending December 31, 2012

Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	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	1	50%
Reinstatement	0	0	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	0	0
Termination	0	0	0	0	0	0	0	0	0	0	1	100%	0	0
Terms/Conditions of Employment	1	50%	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	50%	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	0	0
Other	1	50%	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing														
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	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	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	100%	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	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	0	0
Evaluation Appraisal	0	0	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	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	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	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	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	0	0
Reinstatement	0	0	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	0	0
Termination	0	0	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	0	0
Time and Attendance	0	0	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	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2013 thru 12/31
	Previous Fiscal Year Data						
	2007	2008	2009	2010	2011	2012	
Total complaints from previous Fiscal Years	68	81	80	67	69	112	149
Total Complainants	62	77	76	60	63	96	133
Number complaints pending							
Investigation	2	3	0	0	0	0	21
ROI Issued, pending Complainant's action						0	10
Hearing	16	16	31	32	52	46	71
Final Action	33	51	30	12	3	8	19
Appeal with EEOC Office of Federal Operations	17	11	19	23	14	22	28

Complaint Investigations	Comparative Data						2013 thru 12/31
	Previous Fiscal Year Data						
	2007	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceeds Required Time Frames	10	39	5	0	1	0	0