

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

## CBP (and below)

For 4th Quarter 2016 for period ending September 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	328	261	245	220	235	310
Number of Complainants	294	245	229	207	226	296
Repeat Filers	28	14	16	10	9	14
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	94	59	66	63	59	67
Color	17	18	13	15	14	21
Religion	21	13	9	11	11	9
Reprisal	165	119	106	110	109	138
Sex	99	87	76	65	75	100
PDA	0	4	1	2	6	4

National Origin	78	57	44	50	49	77
Equal Pay Act	1	0	1	0	0	0
Age	90	88	71	47	82	80
Disability	73	52	38	48	55	88
Genetics	0	0	2	2	0	2
Non-EEO	19	14	7	7	15	18
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Appointment/Hire	21	9	9	9	12	10
Assignment of Duties	43	45	26	32	25	51
Awards	5	5	3	4	8	9
Conversion to Full Time/Perm Status	0	0	0	0	0	1
<b>Disciplinary Action</b>						
Demotion	2	3	0	1	1	0
Reprimand	29	10	18	14	7	5
Suspension	25	15	12	14	11	17
Removal	5	3	0	1	2	4
Other	0	0	0	0	0	5
Duty Hours	8	6	5	2	4	8
Perf. Eval./ Appraisal	13	4	6	2	6	5
Examination/Test	4	1	4	2	2	2
<b>Harassment</b>						
Non-Sexual	122	89	88	103	93	151

Sexual	9	7	10	11	14	7
Medical Examination	4	7	3	6	6	9
Pay including overtime	10	11	10	15	7	7
Promotion/Non-Selection	60	56	46	41	48	66
<b>Reassignment</b>						
Denied	12	9	12	8	13	11
Directed	11	7	5	6	2	3
Reasonable Accommodation Disability	15	11	10	13	7	21
Reinstatement	3	1	0	2	3	1
Religious Accommodation	0	0	0	0	0	3
Retirement	2	2	1	3	1	1
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	0	0	0	0	3
Termination	56	16	5	8	12	11
Terms/Conditions of Employment	59	27	15	13	14	16
Time and Attendance	24	22	8	8	11	22
Training	14	6	8	5	2	9
<b>Other</b>						
Workforce transformation	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	7
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru09-30</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	

Complaints pending during fiscal year														
Average number of days in investigation		143.43	175.65	163.12	189.43	166.12	181.06							
Average number of days in final action		261.63	115.36	86.51	51.45	48.72	62.79							
Complaint pending during fiscal year where hearing was requested														
Average number of days in investigation		140.97	179.53	160.28	191.69	168.19	182.78							
Average number of days in final action		24.19	21.87	25.00	36.55	37.35	50.85							
Complaint pending during fiscal year where hearing was not requested														
Average number of days in investigation		145.60	168.56	175.46	184.36	160.80	182.69							
Average number of days in final action		379.39	210.22	149.17	103.64	67.58	81.50							
<b>Complaints Dismissed by Agency</b>			<b>Comparative Data</b>											
			<b>Previous Fiscal Year Data</b>								<b>2016Thru09-30</b>			
			<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total Complaints Dismissed by Agency			53	32	32	37	27	23						
Average days pending prior to dismissal			106	109	140	103	78	104						
<b>Complaints Withdrawn by Complainants</b>														
Total Complaints Withdrawn by Complainants			30	45	18	27	34	41						
<b>Total Final Agency Actions Finding Discrimination</b>			<b>Comparative Data</b>											
			<b>Previous Fiscal Year Data</b>								<b>2016Thru09-30</b>			
			<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
			<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings			4		5		2		4		1		9	



Reprisal	1	25	3	75	1	100	1	33	0	0	3	100
Sex	0	0	3	75	0	0	0	0	0	0	3	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	25	0	0	0	0	1	33	0	0	3	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	25	0	0	1	33	1	100	2	67
Disability	1	25	0	0	0	0	2	67	0	0	1	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	25	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		1		1		2		1		5	
Race	0	0	0	0	0	0	0	0	0	0	1	20
Color	0	0	1	100	0	0	0	0	0	0	1	20
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	2	40
Sex	0	0	0	0	0	0	2	100	0	0	3	60
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	1	50	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	1	50	1	100	0	0
Disability	0	0	0	0	1	100	1	50	0	0	2	40
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	1	20
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru09-30</b>	











Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ 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	0	0	1	100	0	0	0	0	0	0	2	40
Sexual	0	0	0	0	0	0	0	0	0	0	2	40
Medical Examination	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
Promotion/Non-Selection	0	0	0	0	0	0	1	50	1	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	50	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	100	0	0	0	0	1	20
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define												

Workforce transformation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2016Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	405	405	356	210	223	240						
Total Complainants	339	341	299	180	188	214						
<b>Number complaints pending</b>												
Investigation	6	6	1	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	1	0						
Hearing	135	175	161	191	210	215						
Final Agency Action	20	14	12	18	11	24						
Appeal with EEOC Office of Federal Operations	59	59	66	221	55	69						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2016Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	10	8	5	0	0	0						