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

CBP (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

			Cor	nparati	ve Data	1
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2017Thm,02 21
	2012	2013	2014	2015	2016	2017Thru03-31
Number of Complaints Filed	261	245	220	235	310	131
Number of Complainants	245	229	207	226	296	130
Repeat Filers	14	16	10	9	14	1

Complaints by Dasis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru03- 31
Race	59	66	63	59	67	34
Color	18	13	15	14	21	9
Religion	13	9	11	11	9	5
Reprisal	119	106	110	109	138	61
Sex	87	76	65	75	100	38
PDA	4	1	2	6	4	4

National Origin	57	44	50	49	77	27
Equal Pay Act	0	1	0	0	0	1
Age	88	71	47	82	80	37
Disability	52	38	48	55	88	27
Genetics	0	2	2	0	2	0
Non-EEO	14	7	7	15	18	10
			Com	parativ	ve Data	ı
Complaints by Issue	Pr	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru03- 31
Appointment/Hire	9	9	9	12	10	8
Assignment of Duties	45	26	32	25	51	18
Awards	5	3	4	8	9	3
Conversion to Full Time/Perm Status	0	0	0	0	1	0
Disciplinary Action						
Demotion	3	0	1	1	0	0
Reprimand	10	18	14	7	5	2
Suspension	15	12	14	11	17	6
Removal	3	0	1	2	4	3
Other	0	0	0	0	5	4
Duty Hours	6	5	2	4	8	1
Perf. Eval./ Appraisal	4	6	2	6	5	6
Examination/Test	1	4	2	2	2	1
Harassment						
Non-Sexual	89	88	103	93	151	60

Sexual		7	10	11	14	7	2
Medical Examination		7	3	6	6	9	3
Pay including overtime		11	10	15	7	7	4
Promotion/Non-Selection		56	46	41	48	66	26
Reassignment							
Denied		9	12	8	13	11	2
Directed		7	5	6	2	3	4
Reasonable Accommodation Disability	on	11	10	13	7	21	3
Reinstatement		1	0	2	3	1	0
Religious Accommodation		0	0	0	0	3	1
Retirement		2	1	3	1	1	0
Sex-Stereotyping		0	0	0	0	1	0
Telework		0	0	0	0	3	1
Termination		16	5	8	12	11	4
Terms/Conditions of Empl	oyment	27	15	13	14	16	5
Time and Attendance		22	8	8	11	22	9
Training		6	8	5	2	9	5
Other							
Workforce transforma	tion	0	0	0	0	0	0
User Defined - Other	2	0	0	0	0	7	7
User Defined - Other	3	0	0	0	0	0	0
User Defined - Other	4	0	0	0	0	0	0
			Co	mpara	tive D	ata	
Processing Time]	Previou	s Fisca	l Year	Data		2017Thru03-
	2012	2013	201	4 20	015	2016	31

Complaints pending during	fisca	al ye	ear										
Average number of days in investigation	175.	65	163	.12	189	0.43	16	66.12	181	1.06	2.	14.15	
Average number of days in final action	115.	36	86.	51	51	.45	48	8.72	62	.79	10	03.29	
Complaint pending during f	iscal	l yea	ar wh	ere	hear	ing w	as	reques	sted				
Average number of days in investigation	179.	53	160	.28	191	.69	16	58.19	182	2.78	2	11.83	
Average number of days in final action	21.8	37	25.	00	36	.55	3′	7.35	50	.85	8	9.45	
Complaint pending during f	iscal	scal year where hearing was not requ								sted			
Average number of days in investigation	168.	68.56 175.46 184.36 160.80 182.69 222.20										22.20	
Average number of days in final action	210.	22	149	.17	103	3.64	6	7.58	81	.50	12	24.75	
·						C	om	parat	ive]	Data)ata		
Complaints Dismissed Agency	by		P	revi	ious	Fisca	al Y	ear D	ata		2017	Γhru03-	
rigency			2012	2 2	013	201	4	2015	20	16		31	
Total Complaints Dismissed Agency	l by		32 32 37 27 23				7						
Average days pending prior dismissal	to		109]	140	103	3	78	1	04	1	128	
Сотр	lain	ts V	Vitho	lrav	vn b	y Co	mp	lainaı	nts				
Total Complaints Withdraw Complainants	n by	y 45 18 27 34 41 12								12			
						Com	paı	rative	Dat	a			
Total Final Agency			Pre	viou	s Fis	scal Y	Yea	r Data	a		2017	Thru03-	
Actions Finding Discrimination	20	012	20	13	20)14	2	2015	20	016		31	
		T	1	% # % # % # % #							<u> </u>		
	#	%	#	%	#	%	#	%	#	%	#	%	

Without Hearing		1	20	1	50	0	0	0	0	6	67	0	0
With Hearing		4	80	1	50	4	100	1	100	3	33	0	0
Findings of Discrimination						(Comp	ara	tive D	ata	l.		
Rendered by Basis			P	rev	ious	Fis	cal Y	ear	Data			2017	Thru03-
Note: Complaints can	2	012	2	20	13	2	014	2	015	2	016		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	9/	6	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5			2		5		2		8		0	
Race	0	() (0	0	1	20	0	0	2	25	0	0
Color	1	2	0	0	0	0	0	0	0	1	13	0	0
Religion	0	()	0	0	0	0	0	0	0	0	0	0
Reprisal	3	6	0	1	50	1	20	0	0	5	63	0	0
Sex	3	6	0	0	0	2	40	0	0	6	75	0	0
PDA	0	() (0	0	0	0	0	0	0	0	0	0
National Origin	1	2	0	0	0	2	40	0	0	3	38	0	0
Equal Pay Act	0	() (0	0	0	0	0	0	0	0	0	0
Age	1	2	0	0	0	2	40	2	100	2	25	0	0
Disability	0	()	1	50	3	60	0	0	3	38	0	0
Genetics	0	() (0	0	0	0	0	0	0	0	0	0
Non-EEO	1	2	0	0	0	0	0	0	0	1	13	0	0
Findings After Hearing	4			1		3		1		3		0	
Race	0	() (0	0	1	33	0	0	1	33	0	0
Color	0	() (0	0	0	0	0	0	0	0	0	0

Findings of						Comp	ara	tive I	Data	a		
Non-EEO	0	0	0	0	0	0	0	0	1	20	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	1	50	0	0	2	40	0	0
Age	0	0	0	0	1	50	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	0	0	1	50	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	2	100	0	0	3	60	0	0
Reprisal	0	0	0	0	0	0	0	0	2	40	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	1	100	0	0	0	0	0	0	1	20	0	0
Race	0	0	0	0	0	0	0	0	1	20	0	0
Findings Without Hearing	1		1		2		1		5		0	
		==										
Non-EEO	1	25	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	2	67	0	0	1	33	0	0
Age	1	25	0	0	1	33	1	100	2	67	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	33	0	0	3	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	3	75	0	0	0	0	0	0	3	100	0	0
Reprisal	3	75	1	100	1	33	0	0	3	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Discrimination			Pre	vious	Fis	cal Y	ear	Data			2017	Γhru03-
Rendered by Issue	2	2012 2013 2014 2015 2016							-	31		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		2		5		2		8		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	20	0	0	2	40	0	0	2	25	0	0
Awards	0	0	0	0	0	0	0	0	1	13	0	0
Conversion to Full Time/Perm Status	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	0	0	0	0	1	20	0	0	0	0	0	0
Removal	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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	20	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	20	0	0	3	60	1	50	2	25	0	0
Sexual	0	0	0	0	0	0	0	0	2	25	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	20	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	2	40	0	0	2	40	1	50	2	25	0	0
Reassignment		-				-			-			
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Directed	0	0	1	50	1	20	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	50	0	0	0	0	1	13	0	0
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	1	50	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	1	20	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
					•							
Findings After Hearing	4		1		3		1		3		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	25	0	0	1	33	0	0	1	33	0	0
Awards	0	0	0	0	0	0	0	0	1	33	0	0
Conversion to Full	0	0	0	0	0	0	0	0	0	0	0	0

Time/Perm Status												
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	0	0	0	0	1	33	0	0	0	0	0	0
Removal	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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	25	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	0	0	3	100	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	25	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	2	50	0	0	1	33	0	0	2	67	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	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
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	1	100	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	1	33	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
Findings Without Hearing	1		1		2		1		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	50	0	0	1	20	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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	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
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
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	1	100	0	0	0	0	0	0	2	40	0	0
Sexual	0	0	0	0	0	0	0	0	2	40	0	0
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	1	50	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	50	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	0	0	0	0	1	20	0	0
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	
	Comparative Data												
Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data							2017Thru03-			
			20	12	2013	201	14	2015	20	016		31	
Total complaints from previous Fiscal Years			40)5	356	21	210 223		240		415		
Total Complainants			34	41	299	180		188	214		371		
Number complaints pend	ling	5									•		
Investigation			(5	1	0		0	0		50		
ROI issued, pending Complainant's action			()	0	0		1	0		10		
Hearing			17	75	161	19	1	210	215		324		
Final Agency Action			1	4	12	18	3	11	24		30		
Appeal with EEOC Office of Federal Operations			5	9	66	22	1	55	69		76		
				Comparative Data									
Complaint Investigations				Previous Fiscal Year Data								2017Thru03-	
			20	12	2013	201	14	2015	20	016	31		
Pending Complaints Where Investigations Exceed Required Time Frames			8	3	5	0		0		0		5	