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

CBP (and below)

For 1st Quarter 2017 for period ending December 31, 2016

<table>
<thead>
<tr>
<th>Complaint Activity</th>
<th>Number of Complaints Filed</th>
<th>Number of Complainants</th>
<th>Repeat Filers</th>
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<tr>
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<table>
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<tr>
<th>Complaints by Basis</th>
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<th>Number of Complainants</th>
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<tbody>
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Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.
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| Complaints by Issue | | | | | | Complainants by Issue |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Appointment/Hire    | 9             | 9             | 9             | 12            | 10            |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 1 |
| Assignment of Duties | 45         | 26            | 32            | 25            | 51            |
| Awards              | 5             | 3             | 4             | 8             | 9             |
| Disciplinary Action | | | | | |
| Demotion           | 3             | 0             | 1             | 1             | 0             | 0             |
| Reprimand          | 10            | 18            | 14            | 7             | 5             | 1             |
| Suspension         | 15            | 12            | 14            | 11            | 17            | 3             |
| Removal            | 3             | 0             | 1             | 2             | 4             | 2             |
| Other              | 0             | 0             | 0             | 0             | 5             | 3             |
| Duty Hours         | 6             | 5             | 2             | 4             | 8             | 0             |
| Perf. Eval./ Appraisal | 4       | 6             | 2             | 6             | 5             | 3             |
| Examination/Test   | 1             | 4             | 2             | 2             | 2             | 0             |
| Harassment         | | | | | | |
| Non-Sexual         | 89            | 88            | 103           | 93            | 151           | 39            |

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.
<table>
<thead>
<tr>
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### Complaints pending during fiscal year

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<th>Total</th>
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<td>Average number of days in investigation</td>
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<td>189.43</td>
<td>166.12</td>
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<tr>
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### Complaint pending during fiscal year where hearing was requested

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<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>Total</th>
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<tbody>
<tr>
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### Complaint pending during fiscal year where hearing was not requested

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<th>2016</th>
<th>Total</th>
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<tr>
<td>Average number of days in investigation</td>
<td>168.56</td>
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<td>160.80</td>
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<td>Average number of days in final action</td>
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### Complaints Dismissed by Agency

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<td>Total Complaints Dismissed by Agency</td>
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<td>Average days pending prior to dismissal</td>
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### Complaints Withdrawn by Complainants

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<tr>
<td>Total Complaints Withdrawn by Complainants</td>
<td>45</td>
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### Total Final Agency Actions Finding Discrimination

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<td>Total Number Findings</td>
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With Hearing

| Without Hearing | 1 | 20 | 1 | 50 | 0 | 0 | 0 | 6 | 67 | 0 | 0 |
| With Hearing    | 4 | 80 | 1 | 50 | 4 | 100| 1 | 100| 3 | 33| 0 | 0 |

### Findings of Discrimination Rendered by Basis

#### Comparative Data

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<tr>
<th>Previous Fiscal Year Data</th>
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<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017Thru12-31</th>
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<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
<td>#</td>
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</tbody>
</table>

#### Findings After Hearing

| Without Hearing | 1 | 20 | 1 | 50 | 0 | 0 | 0 | 6 | 67 | 0 | 0 |
| With Hearing    | 4 | 80 | 1 | 50 | 4 | 100| 1 | 100| 3 | 33| 0 | 0 |

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**Note:** Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

<table>
<thead>
<tr>
<th>Total Number Findings</th>
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<th>5</th>
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<th>0</th>
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| Race                      | 0 | 0 | 0 | 1 | 20 | 0 | 0 | 2 | 25 | 0 | 0 |
| Color                     | 1 | 20| 0 | 0 | 0 | 0 | 0 | 0 | 1 | 13| 0 | 0 |
| Religion                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal                  | 3 | 60| 1 | 50| 1 | 20| 0 | 0 | 5 | 63| 0 | 0 |
| Sex                       | 3 | 60| 0 | 0 | 2 | 40| 0 | 0 | 6 | 75| 0 | 0 |
| PDA                       | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin           | 1 | 20| 0 | 0 | 2 | 40| 0 | 0 | 3 | 38| 0 | 0 |
| Equal Pay Act             | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age                       | 1 | 20| 0 | 0 | 2 | 40| 0 | 0 | 6 | 75| 0 | 0 |
| Disability                | 0 | 0 | 1 | 50| 3 | 60| 0 | 0 | 3 | 38| 0 | 0 |
| Genetics                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO                   | 1 | 20| 0 | 0 | 0 | 0 | 0 | 0 | 1 | 13| 0 | 0 | 0 |

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| Race                     | 0 | 0 | 0 | 0 | 1 | 33| 0 | 0 | 1 | 33| 0 | 0 |
| Category         | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color            |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Religion         |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Reprisal         | 3 | 75| 1 | 100| 1 | 33| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex              | 3 | 75| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 100| 0 | 0 | 0 |
| PDA              | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin  | 0 | 0 | 0 | 0 | 1 | 33| 0 | 0 | 0 | 0 | 0 | 3 | 100| 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act    | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age              | 1 | 25| 0 | 0 | 1 | 33| 1 | 100| 2 | 67| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability       | 0 | 0 | 0 | 0 | 2 | 67| 0 | 0 | 1 | 33| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetics         | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO          | 1 | 25| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

<p>| Findings Without Hearing | 1 | 1 | 2 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Race                      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color                     | 1 | 100| 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20| 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 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 40| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex                       | 0 | 0 | 0 | 0 | 2 | 100| 0 | 0 | 0 | 3 | 60| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PDA                       | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 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 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age                       | 0 | 0 | 0 | 0 | 1 | 50| 1 | 100| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability                | 0 | 0 | 1 | 100| 1 | 50| 0 | 0 | 0 | 2 | 40| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetics                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO                   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |</p>
<table>
<thead>
<tr>
<th>Findings of Discrimination Rendered by Issue</th>
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