

Executive Summary

Allegations and Dispositions

Snap Shot - Harassment Referral Allegations and Dispositions					
	FY10	FY11	+/-	FY12	+/-
Referrals to DCR Harassment Program Coordinator	134	235	75.37%	211	-10.21%
Informal Complaints	104	189	81.73%	175	-7.41%
Closed Contacts	30	46	53.33%	36	-21.74%
Sexual Harassment	26	23	-11.54%	26	13.04%
Non-Sexual Harassment	114	218	91.23%	195	-10.55%
Referrals to Harassment Allegation Response Team	62	66	6.45%	71	7.58%
Immediate Action Taken to Prevent Reoccurrence	Unknown	Unknown	--	21	--
OIG Investigation	0	1	--	1	0.00%
IA Investigation	11	17	54.55%	12	-29.41%
Management Referral	42	42	0.00%	57	35.71%
Corrective Action Taken on Closed Referral	Unknown	21	--	8	-61.90%
No Corrective Action Taken on Closed Referral	Unknown	32	--	9	-71.88%

Referrals to the DCR Harassment Program Coordinator decreased by 10.21% in comparison with the same time period of the prior FY.

Referrals to DCR Harassment Program Coordinator		
FY10	FY11	FY12
134	235	211

82.94% of referrals were the result of EEO complaint filings.

Informal Complaints Filed			
	FY10	FY11	FY12
Informal Complaints	104	189	175
Closed Contacts	30	46	36
Total Referrals	134	235	211
Percentage of Contacts Resulting in an Informal Complaint	77.61%	80.43%	82.94%

88.24% of referrals were for non-sexual harassment.

Types of Harassment Referrals			
	FY10	FY11	FY12
Harassment - Sexual	26	23	26
Harassment - Non Sexual	114	218	195
Harassment - Sexual & Non Sexual	--	--	--
Total	140	241	221

Percent of Non-Sexual Harassment Referrals 81.43% 90.46% 88.24%

Sex (62 or 20.81%) and reprisal (59 or 19.80%) were the most frequently alleged bases.

Bases Alleged in Harassment Referrals						
	FY10	%	FY11	%	FY12	%
Age	19	9.69%	40	11.56%	33	11.07%
Color	2	1.02%	3	0.87%	2	0.67%
Disability	21	10.71%	26	7.51%	30	10.07%
National Origin	15	7.65%	48	13.87%	36	12.08%
Parental Status	2	1.02%	3	0.87%	3	1.01%
Race	27	13.78%	53	15.32%	33	11.07%
Religion	4	2.04%	8	2.31%	11	3.69%
Reprisal	33	16.84%	53	15.32%	59	19.80%
Sex	52	26.53%	72	20.81%	62	20.81%
Sexual Orientation	4	2.04%	9	2.60%	7	2.35%
None	17	8.67%	31	8.96%	22	7.38%
Total	196	100.00%	346	100.00%	298	100.00%

75.81% of all sex-based allegations were made by females, which exceeds their 21.10% representation in the CBP workforce.

Sex-Based Harassment Referrals			
	FY10	FY11	FY12
Reported by Females	39	59	47
Reported by Males	13	13	15
Total Sex-Bases Harassment Referrals	52	72	62
% of Referrals by Females	75.00%	81.94%	75.81%

42.42% of all race-based harassment allegations were reported by African Americans, which exceeds their 7.20% representation in the CBP workforce.

Race-Based Harassment Referrals						
	FY10	%	FY11	%	FY12	%
Race - American Indian	1	3.70%	1	1.89%	1	3.03%
Race - Asian	0	0.00%	6	11.32%	4	12.12%
Race - Black	19	70.37%	27	50.94%	14	42.42%
Race - White	7	25.93%	19	35.85%	14	42.42%
Total	27	100.00%	53	100.00%	33	100.00%

33.65% of referrals in FY12 were transmitted to the Harassment Allegation Response Team.

Transmissions to Harassment Allegation Response Team			
	FY10	FY11	FY12
Total Referrals	134	235	211

Transmitted to HA Response Team	62	66	71
%	46.27%	28.09%	33.65%

79.17% of referrals to the Harassment Allegation Response Team resulted in management referrals, 16.67% in IA investigations, and 1.39% in LER referrals, OIG investigations, and no referrals, respectively.

Outcome of Transmission to Harassment Response Team						
	FY10	%	FY11	%	FY12	%
IA Investigation	11	15.07%	17	21.25%	12	16.67%
LER Referral	11	15.07%	17	21.25%	1	1.39%
Management Referral	42	57.53%	42	52.50%	57	79.17%
No Referral	9	12.33%	3	3.75%	1	1.39%
OIG Investigation	0	0.00%	1	1.25%	1	1.39%
Total	73	100.00%	80	100.00%	72	100.00%

Trends in Bases Alleged

Trends in Bases Alleged					
Basis	FY10	FY11	+/-	FY12	+/-
Age	19	40	110.53%	33	-17.50%
Color	2	3	50.00%	2	-33.33%
Disability	21	26	23.81%	30	15.38%
National Origin	15	48	220.00%	36	-25.00%
Parental Status	2	3	50.00%	3	0.00%
Race	27	53	96.30%	33	-37.74%
Religion	4	8	100.00%	11	37.50%
Reprisal	33	53	60.61%	59	11.32%
Sex	52	72	38.46%	62	-13.89%
Sexual Orientation	4	9	125.00%	7	-22.22%
None	17	31	82.35%	22	-29.03%

Trends in Basis Clarification

Trends in Basis Clarification						
Basis	Clarification	FY10	FY11	+/-	FY12	+/-
Disability	Mental	5	4	-20.00%	7	75.00%
	Physical	16	22	37.50%	23	4.55%
National Origin	Hispanic	9	26	188.89%	23	-11.54%
	Other	6	22	266.67%	13	-40.91%
Race	American Indian	1	1	0.00%	1	0.00%
	Asian	0	6	--	4	-33.33%
	Black	19	27	42.11%	14	-48.15%
	White	7	19	171.43%	14	-26.32%
Sex	Female	39	59	51.28%	47	-20.34%
	Male	13	13	0.00%	15	15.38%

Allegations by Program Office

Allegations by Program Office					
Program Office	FY10	FY11	+/-	FY12	+/-
OC	4	6	50.00%	3	-50.00%
CC	1	0	-100.00%	0	--
HRM	6	6	0.00%	7	16.67%
OBP	42	74	76.19%	56	-24.32%
OT	1	6	500.00%	3	-50.00%
IA	1	1	0.00%	4	300.00%
OCA	0	0	--	0	--
OFO	70	115	64.29%	112	-2.61%
OPA	0	0	--	0	--
OA	2	6	200.00%	6	0.00%
OIT	1	7	600.00%	8	14.29%
OTD	3	6	100.00%	6	0.00%
INA	0	0	--	1	--
OAM	3	6	100.00%	4	-33.33%
OIIL	0	1	--	0	-100.00%
OTIA	0	1	--	1	0.00%
Total	134	235		211	

Office of Field Operations

Office of Field Operations					
Field Office	FY10	FY11	+/-	FY12	+/-
Atlanta	4	0	-100.00%	4	--
Baltimore	2	3	50.00%	3	0.00%
Boston	3	2	-33.33%	5	150.00%
Buffalo	4	5	25.00%	2	-60.00%
Chicago	4	7	75.00%	12	71.43%
Detroit	0	8	--	7	-12.50%
El Paso	13	13	0.00%	2	-84.62%
Houston	3	6	100.00%	3	-50.00%
Laredo	4	9	125.00%	8	-11.11%
Los Angeles	4	10	150.00%	10	0.00%
Miami	1	3	200.00%	2	-33.33%
New Orleans	0	1	--	0	-100.00%
New York	3	5	66.67%	11	120.00%
Portland	0	1	--	0	-100.00%
Preclearance Operations	3	9	200.00%	2	-77.78%
San Diego	7	9	28.57%	11	22.22%
San Francisco	3	4	33.33%	4	0.00%
San Juan	0	2	--	8	300.00%

Seattle	6	8	33.33%	2	-75.00%
Tampa	1	1	0.00%	6	500.00%
Tucson	4	3	-25.00%	5	66.67%
Other	1	6	500.00%	5	-16.67%
Total	70	115		112	

Office of Border Patrol

Office of Border Patrol					
Sector	FY10	FY11	+/-	FY12	+/-
Big Bend	1	9	800.00%	1	-88.89%
Blaine	0	1	--	0	-100.00%
Buffalo	2	4	100.00%	1	-75.00%
Del Rio	1	7	600.00%	4	-42.86%
Detroit	0	3	--	1	-66.67%
El Centro	1	4	300.00%	5	25.00%
El Paso	12	8	-33.33%	5	-37.50%
Grand Forks	0	1	--	1	0.00%
Havre	0	0	--	1	--
Houlton	0	2	--	1	-50.00%
Laredo	1	4	300.00%	5	25.00%
Miami	0	1	--	1	0.00%
New Orleans	0	0	--	0	--
Ramey	0	1	--	1	0.00%
Rio Grande Valley	1	6	500.00%	2	-66.67%
San Diego	12	7	-41.67%	9	28.57%
Swanton	3	1	-66.67%	0	-100.00%
Tucson	5	12	140.00%	14	16.67%
Yuma	2	2	0.00%	4	100.00%
Other	1	1	0.00%	0	-100.00%
Total	42	74		56	

Status of Open Referrals

Status of Open Referrals		
	FY11	FY12
Fact Finding – Ongoing	1	11
IA Investigation - Ongoing	3	6
OIG Investigation - Ongoing	0	0
Open with LER	1	23
Pending Fact Finder Assignment	0	1
Pending Management Determination	3	8
Total	8	49

Final Management Action - Closed Referrals

Final Management Action - Closed Referrals		
	FY11	FY12
No Action	32	11
Memorandum of Instruction	1	1
Letter of Caution	1	0
Alternate Discipline Agreement	1	0
Counseling	14	6
Letter of Reprimand	2	1
Suspension	2	1
Resignation	1	0
Termination	1	0
Removal	1	0
Total	56	20