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

### CBP (and below)

For 2nd Quarter 2013 for period ending March 31, 2013

\*\*Mixed Cases are Included in this report.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 03-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	290	275	315	328	261	122
Number of Complainants	266	254	293	294	245	120
Repeat Filers	19	20	18	28	14	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 03-31
	2008	2009	2010	2011	2012	
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>						
Race	56	56	90	94	59	31
Color	10	7	27	17	18	7
Religion	13	10	17	21	13	4
Reprisal	97	95	140	165	119	64
Sex	77	72	93	99	87	44
PDA	0	0	0	0	4	1
National Origin	68	44	76	78	57	22
Equal Pay Act	0	0	0	1	0	1
Age	87	74	97	90	88	33
Disability	50	58	77	73	52	18

Genetics	0	0	0	0	0	2
Non-EEO	0	2	12	19	14	10
<b>Complaints by Issue</b>						
	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013 Thru 03- 31</b>
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Appointment/Hire	8	4	13	21	9	2
Assignment of Duties	37	41	42	43	45	12
Awards	6	8	6	5	5	2
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	3	3	0	2	3	0
Reprimand	21	13	16	29	10	7
Suspension	9	13	13	25	15	6
Removal	3	3	4	5	3	0
Other	0	2	8	2	1	2
Duty Hours	3	3	6	8	6	3
Evaluation Appraisal	2	4	11	13	4	2
Examination/Test	1	3	3	4	1	4
<b>Harassment</b>						
Non-Sexual	68	50	87	122	89	42
Sexual	8	7	12	9	7	6
Medical Examination	10	3	3	4	7	1
Pay (Including Overtime)	10	6	7	10	11	8
Promotion/Non-Selection	78	55	59	60	56	19
<b>Reassignment</b>						
Denied	14	6	10	12	9	8
Directed	11	7	13	11	7	2
Reasonable Accommodation	18	12	13	15	11	3
Reinstatement	1	5	1	3	1	0

Retirement	0	2	4	2	2	3
Termination	41	46	66	56	16	6
Terms/Conditions of Employment	7	10	30	59	27	8
Time and Attendance	16	14	20	24	22	4
Training	6	10	12	14	6	5
Other	7	14	31	7	0	2

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 03-31
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	148.06	142.52	141.79	143.43	175.65	185.60
Average number of days in final action	412.33	299.67	525.08	261.63	115.36	109.91
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	143.04	139.64	140.88	140.97	179.53	186.00
Average number of days in final action	32.62	20.59	64.00	24.19	21.87	24.59
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	156.32	146.61	142.78	145.60	168.56	184.87
Average number of days in final action	1,221.91	673.98	878.43	379.39	210.22	195.24

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 03-31
	2008	2009	2010	2011	2012	
Total Complaints Dismissed by Agency	59	45	45	53	32	11
Average days pending prior to dismissal	185	273	317	106	109	177
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	16	16	38	30	45	12

Total Final Agency Actions Finding	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 03-31
	2008	2009	2010	2011	2012	

<b>Discrimination</b>	<b>#</b>	<b>%</b>										
Total Number Findings	6		2		3		4		5		1	
Without Hearing	0	0	0	0	0	0	0	0	1	20	1	100
With Hearing	6	100	2	100	3	100	4	100	4	80	0	0

<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013 Thru 03-31</b>	
	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>#</b>	<b>%</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<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</b>	7		3		3		4		5		1	
Race	0	0	0	0	2	67	1	25	0	0	0	0
Color	0	0	0	0	0	0	0	0	1	20	0	0
Religion	1	14	1	33	1	33	1	25	0	0	0	0
Reprisal	0	0	2	67	1	33	1	25	3	60	0	0
Sex	1	14	1	33	0	0	0	0	3	60	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	5	71	0	0	0	0	1	25	1	20	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	29	0	0	1	33	0	0	1	20	0	0
Disability	1	14	0	0	0	0	1	25	0	0	1	100
Genetics	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
<b>Findings After Hearing</b>												
<b>Findings After Hearing</b>	7		3		3		4		4		0	
Race	0	0	0	0	2	67	1	25	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	14	1	33	1	33	1	25	0	0	0	0
Reprisal	0	0	2	67	1	33	1	25	3	75	0	0
Sex	1	14	1	33	0	0	0	0	3	75	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	5	71	0	0	0	0	1	25	0	0	0	0

Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	29	0	0	1	33	0	0	1	25	0	0
Disability	1	14	0	0	0	0	1	25	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	25	0	0
<b>Findings Without Hearing</b>												
	0		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	100	0	0
Equal Pay Act	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
Disability	0	0	0	0	0	0	0	0	0	0	1	100
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	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013 Thru 03-31	
	2008		2009		2010		2011		2012		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>	7		3		3		4		5		1	
Appointment/Hire	1	14	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	20	0	0
Awards	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
<b>Disciplinary Action</b>												
Demotion	0	0	1	33	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	20	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	67	0	0	2	50	1	20	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)	0	0	0	0	0	0	0	0	1	20	0	0
Promotion/Non-Selection	6	86	0	0	2	67	0	0	2	40	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	33	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	33	0	0	2	50	0	0	1	100
Reinstatement	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
Termination	0	0	0	0	0	0	1	25	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 Defined	0	0	0	0	0	0	0	0	1	20	0	0
<b>Findings After Hearing</b>												
Appointment/Hire	7		3		3		4		4		0	
Assignment of Duties	1	14	0	0	0	0	0	0	0	0	0	0
Awards	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
Disciplinary Action												
Demotion	0	0	1	33	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	25	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	67	0	0	2	50	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)	0	0	0	0	0	0	0	0	1	25	0	0
Promotion/Non-Selection	6	86	0	0	2	67	0	0	2	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	33	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	33	0	0	2	50	0	0	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	1	25	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 Defined	0	0	0	0	0	0	0	0	1	25	0	0
Findings Without Hearing												
Appointment/Hire	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
Awards	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
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
Evaluation 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	0	0	0	0	0	0	1	100	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)	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
Reassignment												
Denied	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
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	100
Reinstatement	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
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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 03-31
	2008	2009	2010	2011	2012	
Total complaints from previous Fiscal Years	370	398	406	405	405	376
Total Complainants	336	345	342	339	341	316
<b>Number complaints pending</b>						
Investigation	11	6	5	6	6	7

ROI issued, pending Complainant's action	2	0	0	0	0	8
Hearing	96	115	98	135	175	227
Final Agency Action	40	42	49	20	14	19
Appeal with EEOC Office of Federal Operations	7	9	33	59	59	68

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 03- 31
	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	18	14	9	10	8	4

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