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

CBP (and below)

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

			Cor	nparati	ve Data	1
Complaint Activity	Pr	evious	Fiscal Y	ear Da	ıta	2016Thru09-30
	2011	2012	2013	2014	2015	20101111u09-30
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 Pasis			Com	parativ	e Data	l
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.	2011	2012	2013	2014	2015	2016Thru09- 30
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
			Com	parativ	ve Data	ı
Complaints by Issue	Pre	evious l	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
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
Disciplinary Action						
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
Harassment						
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				
Reassignment											
Denied		12	9	12	8	13	11				
Directed		11	7	5	6	2	3				
Reasonable Accommodati Disability	on	15	11	10	13	7	21				
Reinstatement		3	1	0	2	3	1				
Religious Accommodation	1	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 Emp	loyment	59	27	15	13	14	16				
Time and Attendance		24	22	8	8	11	22				
Training		14	6	8	5	2	9				
Other											
Workforce transforma	ation	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				
		Comparative Data									
Processing Time]	Previou	s Fisca	l Year	Data		2016Thru09-				
	2011	2012	201	3 20)14	2015	30				

Complaints pending during	g fise	cal y	ear									
Average number of days in investigation	143	3.43	175	.65	163	3.12	18	89.43	16	56.12	18	31.06
Average number of days in final action	261	1.63	115	.36	86	.51	5	1.45	4	8.72	6	2.79
Complaint pending during	fisc	al ye	ar wl	nere	hear	ring	was	reque	este	d		
Average number of days in investigation	140).97	179	.53	160).28	19	91.69	16	58.19	18	32.78
Average number of days in final action	24	.19	21.	87	25	.00	00 36.55		37.35		5	0.85
Complaint pending during	fisc	al ye	ar wl	nere	hear	ring	was	s not re	equested			
Average number of days in investigation	145	5.60	168	.56	175	5.46	18	84.36	16	50.80	18	32.69
Average number of days in final action	379	9.39	210	.22	149	9.17	10	03.64	6	7.58	8	1.50
	-											
Complaints Dismissed Agency	l by		P	revi	ous	Fisc	al Y	Year I	Dat	a	20167	Chru09-
rigency			201	1 2	012	20	13	2014	1 2	2015		30
Total Complaints Dismiss Agency	ed by	у	53		32	3	2	37		27		23
Average days pending prid	or to		106	1	109	09 14		0 103		78	104	
Com	plai	nts V	With	drav	vn b	y C	omj	plaina	nts	3		
Total Complaints Withdra Complainants	awn by 30 45 18 27 34 41									41		
						Com	paı	rative	Da	ta		
Total Final Agency			Prev	ious	s Fis	cal `	Yea	r Dat	a		2016	Thru09-
Actions Finding Discrimination	2	011	20	12	20	13	2	014	2	015		30
	#	%	#	%	#	%	#	%	#	%	#	%

Without Hearing	0	0		1 2	0 1	50	0	0	0	0	6	67
With Hearing	4	100) (4 8	0 1	50	4	100	1	100	3	33
Findings of Discrimination Rendered by Basis			Pr	evio	us F			ative		a	2017	TI00
Note: Complaints can	20)11		012		013	1	2014		015	2016	Thru09- 30
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		5		2		5		2		8	
Race	1	25	0	0	0	0	1	20	0	0	2	25
Color	0	0	1	20	0	0	0	0	0	0	1	13
Religion	1	25	0	0	0	0	0	0	0	0	0	0
Reprisal	1	25	3	60	1	50	1	20	0	0	5	63
Sex	0	0	3	60	0	0	2	40	0	0	6	75
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	25	1	20	0	0	2	40	0	0	3	38
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	20	0	0	2	40	2	100	2	25
Disability	1	25	0	0	1	50	3	60	0	0	3	38
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	20	0	0	0	0	0	0	1	13
Findings After Hearing	4		4		1		3		1		3	
Race	1	25	0	0	0	0	1	33	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	25	0	0	0	0	0	0	0	0	0	0

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

	20	011	2	012	2	013	2	014	2	015		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		5		2		5		2		8	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	20	0	0	2	40	0	0	2	25
Awards	0	0	0	0	0	0	0	0	0	0	1	13
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	1	20	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	1	20	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	2	50	1	20	0	0	3	60	1	50	2	25
Sexual	0	0	0	0	0	0	0	0	0	0	2	25
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	1	20	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	2	40	0	0	2	40	1	50	2	25
Reassignment				-						-		
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Directed	0	0	0	0	1	50	1	20	0	0	0	0
Reasonable Accommodation Disability	2	50	0	0	1	50	0	0	0	0	1	13
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	1	25	0	0	0	0	0	0	1	50	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	1	20	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		4		1		3		1		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	25	0	0	1	33	0	0	1	33
Awards	0	0	0	0	0	0	0	0	0	0	1	33
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	0	0	1	33	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	1	25	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	2	50	0	0	0	0	3	100	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	1	25	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	2	50	0	0	1	33	0	0	2	67
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	100	0	0	0	0	0	0
Reasonable Accommodation Disability	2	50	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	1	25	0	0	0	0	0	0	1	100	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	1	33	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	0		1		1		2		1		5	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	50	0	0	1	20
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	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	1		<u> </u>	<u> </u>	I	<u> </u>	I	<u> </u>	l	l	<u> </u>	<u> </u>

Workforce transformation	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	
User Defined - Other 3	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	
Comparative Data														
Pending Complaints Filed in Previous Fiscal Years by Status				Previous Fiscal Year Data								2016Thru09-		
			2	2011	201	2	201	13	2014		2015	30		
Total complaints from previous Fiscal Years			4	405	405	5	35	6	210	Ì	223	240		
Total Complainants			1	339	341	1	29	9	180		188	2	214	
Number complaints pend	din	g												
Investigation				6	6		1		0		0	0		
ROI issued, pending Complainant's action				0	0		0 0			1	0			
Hearing				135	175	5	161		191	210		215		
Final Agency Action				20	14		12	2	18		11	24		
Appeal with EEOC Office of Federal Operations				59	59		66	5	221		55	69		
	Ť	Comparative Data												
Complaint Investigations				Previous Fiscal Year Data									2016Thru09-	
			2	2011	201	2	201	13	2014		2015	30		
Pending Complaints Where Investigations Exceed Required Time Frames				10	8		5		0		0	0		