

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

**U.S. Customs and Border Protection  
1st Quarter 2015 for period ending  
December 31, 2014**

<b>Complaint Activity</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015 Thru 12-31</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Number of Complaints Filed	318	328	260	245	220	67
Number of Complainants	299	294	245	229	207	66
Repeat Filers	19	28	13	16	10	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Race	88	82	59	71	62	11
Color	26	16	18	13	15	2
Religion	16	19	13	10	11	1
Reprisal	139	146	118	112	110	32
Sex	98	88	87	79	64	20
PDA	0	2	4	2	2	3
National Origin	79	78	57	44	50	15
Equal Pay Act	0	0	0	1	0	0
Age	97	81	88	74	46	25
Disability	85	78	52	41	46	12
Genetics	0	1	0	2	1	0
Non-EEO	8	17	14	8	7	3

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	10	21	9	8	9	3
Assignment of Duties	40	39	45	26	31	4
Awards	6	5	5	2	4	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	2	3	0	1	0
Reprimand	21	22	9	19	14	2

Suspension	12	23	15	14	14	1
Removal	4	5	3	1	1	0
Other	0	0	1	0	0	0
Duty Hours	7	8	6	4	2	1
Evaluation Appraisal	9	11	4	5	2	0
Examination/Test	2	2	1	4	2	0
<b>Harassment</b>						
Non-Sexual	84	113	88	90	101	25
Sexual	10	8	7	10	10	4
Medical Examination	2	4	7	3	6	1
Pay (Including Overtime)	6	8	11	10	15	3
Promotion/Non-Selection	56	55	56	48	41	18
<b>Reassignment</b>						
Denied	9	12	9	13	8	5
Directed	14	8	7	4	6	1
Reasonable Accommodation	10	14	11	10	12	1
Reinstatement	1	3	1	0	2	0
Retirement	4	3	2	3	3	0
Termination	64	56	16	8	9	3
Terms/Conditions of Employment	33	56	26	15	12	2
Time and Attendance	21	20	21	8	8	3
Training	10	14	6	8	5	1
Other	0	0	0	2	1	1
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru12-31</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Complaints pending during fiscal year						
Average number of days in investigation	161	149	178.42	161.40	189.43	174.87

Average number of days in final action	356	167	115.36	101.73	51.45	47.89						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	157	149	183.77	159.17	191.84	174.59						
Average number of days in final action	15	19	21.87	25.00	36.55	38.70						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	172	149	168.56	168.19	184.18	175.09						
Average number of days in final action	665	245	210.22	167.67	103.64	72.70						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015 Thru 12-31</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total Complaints Dismissed by Agency	46	48	32	32	38						7	
Average days pending prior to dismissal	159	73	109	140	103						59	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	37	30	45	18	27						3	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015 Thru 12-31</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		4		5		2		5		1	
Without Hearing	0	0	0	0	1	20	1	50	2	40	0	0
With Hearing	3	100	4	100	4	80	1	50	3	60	1	100



Age	1	33	0	0	1	25	0	0	1	33	1	100
Disability	0	0	1	25	0	0	0	0	2	67	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	25	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		0		1		1		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	1	100	0	0	0	0	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	2	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	1	50	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	1	50	0	0
Disability	0	0	0	0	0	0	1	100	1	50	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	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015 Thru 12-31</b>	
	<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		4		5		2		5		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	20	0	0	2	40	0	0
Awards	0	0	0	0	0	0	1	50	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												









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

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2015 Thru 12-31</b>
	<b>Previous Fiscal Year Data</b>						
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>		
Total complaints from previous Fiscal Years	213	214	404	358	210		322
Total Complainants	193	187	341	301	180		275
<b>Number complaints pending</b>							
Investigation	0	5	6	1	0		50
ROI issued, pending Complainant's action	0	0	0	0	0		14
Hearing	113	137	174	166	191		242
Final Agency Action	62	23	14	12	19		16
Appeal with EEOC Office of Federal Operations	38	49	58	66	71		88
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2015 Thru 12-31</b>
	<b>Previous Fiscal Year Data</b>						
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>		
Pending Complaints Where Investigations Exceed Required Time Frames	20	2	8	0	0		0