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

U.S. Customs and Border Protection 1st Quarter 2016 for period ending December 31, 2015

		Comparative Data											
Complaint Activity		Previou	ıs Fiscal Ye	ear Data		2016							
	2011 2012		2013	2014	2015	Thru 12-31							
Number of Complaints Filed	328	259	247	220	233	<u>79</u>							
Number of Complainants	294	245	229	207	227	77							
Repeat Filers	28	14	16	10	6	2							

Complaints by Pagin		C	ompara	ative Da	ıta	
Complaints by Basis	Р	revious	Fiscal `	Year Da	ta	2016
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	Thru 12-31
Race	94	59	71	64	58	<u>19</u>
Color	17	19	13	16	13	7
Religion	21	13	11	11	<u>11</u>	2
Reprisal	166	118	114	111	104	24
Sex	99	87	80	65	7.1	23
PDA	2	4	2	2	<u>6</u>	1
National Origin	77	57	44	50	47	<u>21</u>
Equal Pay Act	1	0	1	0	<u>0</u>	0
Age	90	87	75	47	7.6	<u>25</u>
Disability	72	55	41	49	54	<u>19</u>
Genetics	1	0	2	2	<u>0</u>	0
Non-EEO	19	12	9	9	<u>15</u>	<u>3</u>

Compleints by loons	2011 2012 2013 2014 2015					
Complaints by Issue	Р	revious	Fiscal `	Year Da	ta	2016
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	Thru 12-31
Appointment/Hire	22	9	8	9	<u>12</u>	4
Assignment of Duties	43	45	26	33	<u>25</u>	<u>15</u>
Awards	5	5	3	4	7	<u>0</u>
Conversion to Full-time	0	0	0	0	<u>0</u>	1
Disciplinary Action						
Demotion	2	3	0	1	1	<u>0</u>
Reprimand	29	10	18	14	Z	1
Suspension	26	15	13	14	11	3
Removal	5	3	1	1	2	<u>0</u>
Other	2	1	0	1	0	<u>0</u>
Duty Hours	10	5	5	2	5	1
Evaluation Appraisal	13	4	6	2	5	<u>0</u>
Examination/Test	4	1	4	2	2	<u>0</u>
Harassment						
Non-Sexual	122	91	91	103	90	<u>32</u>
Sexual	9	7	10	11	14	2
Medical Examination	4	7	3	6	<u>6</u>	3
Pay (Including Overtime)	10	10	10	15	7	0
Promotion/Non-Selection	60	55	48	41	47	<u>19</u>
Reassignment	•	•			•	
Denied	13	10	13	8	12	<u>5</u>
Directed	11	8	5	6	2	<u>0</u>
Reasonable Accommodation	14	11	10	14	Z	4
Reinstatement	3	1	0	2	3	<u>0</u>
Retirement	2	2	3	3	2	1
Termination	56	16	8	8	<u>12</u>	1

MicroPact Internet Complaints System - No Fear

Terms/Conditions of Employment	61	28	15	14	13	5
Time and Attendance	25	22	8	8	10	<u>3</u>
Training	14	6	9	5	2	<u>0</u>
Other	5	0	0	0	<u>0</u>	<u>0</u>

	Comparative Data											
Processing Time		Previou	s Fiscal Y	ear Data		2016						
	2011	2012	2013	2014	2015	Thru 12-31						
Complaints pending during fiscal year												
Average number of days in investigation	146.34	176.80	209.23	189.43	166.12	151.62						
Average number of days in final action	148.91	87.02	71.35	50.31	48.95	48.84						
Complaint pending during fiscal year where hearing	was reques	sted										
Average number of days in investigation	144.37	177.64	206.17	191.69	168.19	158.74						
Average number of days in final action	81.67	33.20	35.42	35.73	37.11	28.08						
Complaint pending during fiscal year where hearing	was not red	quested										
Average number of days in investigation	153.43	175.41	218.10	1 218.10	184.36	160.80	141.23					
Average number of days in final action	241.48	170.84	120.17	102.64	68.58	84.43						

			Compara	ative Data	a				
Complaints Dismissed by Agency		Previous	Fiscal Y	ear Data		2016 Thru			
	2011 2012 2013 2014 2015								
Total Complaints Dismissed by Agency	43	29	31	37	<u>27</u>	7			
Average days pending prior to dismissal	74	72	97	103	78	82			
Complaints Withdraw	n by Con	nplainant	S		,				
Total Complaints Withdrawn by Complainants	33	52	<u>34</u>	8					

	Comparative Data												
Total Final Aganay Actions Finding Discrimination			Pr	eviou	s Fi	scal Y	ear	Data				2016	
Total Final Agency Actions Finding Discrimination	2	2011	2012		2013		2	014	2015			hru 2-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		5		7		4		2		3		
Without Hearing	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0	
With Hearing	2	100	5	100	7	100	4	100	1	100	3	100	

Findings of Discrimination Rendered by Basis	Comparative Data											
Findings of Discrimination Rendered by Basis			Pr	eviou	s Fi	iscal \	⁄ea	r Data				2016
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints	20	011	2	012	2	013	2	014	2	015		hru 2-31
and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		5		2		5		2		3	
Race	0	0	0	0	0	0	1	20	0	0	1	33
Color	0	0	1	20	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	3	60	1	50	1	20	0	0	<u>3</u>	100
Sex	0	0	3	60	0	0	2	40	0	0	<u>3</u>	100
PDA	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
National Origin	1	50	1	20	0	0	2	40	<u>0</u>	0	<u>3</u>	100
Equal Pay Act	0	0	0	0	0	0	0	0	<u>0</u>	0	0	0
Age	0	0	1	20	0	0	2	40	2	100	2	67
Disability	1	50	0	0	1	50	3	60	0	0	1	33
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	0	0
Findings After Hearing	2		4		1		3		1		3	
Race	0	0	0	0	0	0	1	33	<u>0</u>	0	1	33
Color	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	3	75	1	100	1	33	<u>0</u>	0	<u>3</u>	100
Sex	0	0	3	75	0	0	0	0	<u>0</u>	0	<u>3</u>	100
PDA	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
National Origin	1	50	0	0	0	0	1	33	0	0	<u>3</u>	100
Equal Pay Act	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	1	25	0	0	1	33	1	100	2	67
Disability	1	50	0	0	0	0	2	67	0	0	1	33
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Non-EEO	0	0	1	25	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		1		2		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	1	100	0	0	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	<u>0</u>	0	<u>0</u>	0
Sex	0	0	0	0	0	0	2	100	<u>0</u>	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	1	100	0	0	1	50	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	0	0	0	0	1	50	1	100	<u>0</u>	0
Disability	0	0	0	0	1	100	1	50	<u>0</u>	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0

	Comparative Data											
Findings of Discount of the Danders day leaves			F	Previo	ıs F	iscal \	'ear	Data				016
Findings of Discrimination Rendered by Issue	20	011	2	012	2	013	2	014	2	2015		hru 2-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		5		2		5		2		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	1	20	0	0	2	40	<u>0</u>	0	1	33
Awards	0	0	0	0	0	0	0	0	0	0	1	33
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	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
Evaluation 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	0	0	1	20	0	0	3	60	1	50	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	20	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	2	40	0	0	2	40	1	50	2	67
Reassignment	•									•		
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	50	1	20	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	1	50	0	0	1	50	0	0	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	1	50	0	0	0	0	0	0	1	50	<u>0</u>	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 Defined	0	0	1	20	0	0	0	0	0	0	<u>0</u>	0
Findings After Hearing	2		4		1		3		1		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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	<u>0</u>	0	1	33
Conversion to Full-time	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	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	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
Evaluation 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	0	0	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	1	50	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
											П	

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	50	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	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	25	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		1		2		1		0	
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	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	<u> </u>											
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	1	100	0	0	0	0	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	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	<u>0</u>	0
Directed	0	0	0	0	0	0	1	50	0	0	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	1	100	0	0	0	0	0	0

MicroPact Internet Complaints System - No Fear

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	<u>0</u>	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0

Pending Complaints Filed in Previous Fiscal Years by Status		Comparative Data								
		Previous Fiscal Year Data								
	2011	2012	2013	2014	2015	Thru 12-31				
Total complaints from previous Fiscal Years	160	171	168	204	224	352				
Total Complainants	132	136	142	174	198	304				
Number complaints pending										
Investigation	8	7	2	0	<u>0</u>	<u>42</u>				
ROI issued, pending Complainant's action	0	0	0	0	1	<u>5</u>				
Hearing	130	149	153	187	212	282				
Final Agency Action	18	12	13	16	<u>11</u>	23				
Appeal with EEOC Office of Federal Operations	51	59	66	71	7.1	55				

	Comparative Data							
Complaint Investigations		Previous Fiscal Year Data						
		2012	2013	2014	2015	Thru 12- 31		
Pending Complaints Where Investigations Exceed Required Time Frames	3	2	0	0	<u>0</u>	<u>0</u>		

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