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

## U.S. Customs and Border Protection 4th Quarter 2014 for period ending September 30, 2014

			Cor	mparat	ive Dat	a
<b>Complaint Activity</b>	Pr	evious	Fiscal \	Year Da	ata	2014Thru09-30
	2009	2010	2011	2012	2013	2014111ru09-30
Number of Complaints Filed	278	316	328	259	247	220
Number of Complainants	254	293	294	245	229	207
Repeat Filers	20	18	28	14	16	10

Constituted Desir	Comparative Data												
Complaints by Basis	Pre	evious ]											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014Thru09- 30							
Race	56	91	94	59	71	62							
Color	7	30	17	19	13	15							
Religion	10	17	21	13	11	11							
Reprisal	99	141	166	118	114	110							
Sex	72	91	99	87	80	64							
PDA	0	0	2	4	2	2							
National Origin	45	76	77	57	44	50							
Equal Pay Act	0	0	1	0	1	0							
Age	75	97	90	87	75	46							
Disability	58	79	72	55	41	46							
Genetics	0	0	1	0	2	1							
Non-EEO	2	12	19	12	9	7							

Commisints by Issue	Comparative Data											
Complaints by Issue	Pre	vious ]										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014Thru09- 30						
Appointment/Hire	4	13	22	9	8	9						
Assignment of Duties	41	42	43	45	26	31						
Awards	8	6	5	5	3	4						
Conversion to Full-time	0	0	0	0	0	0						
Disciplinary Action												
Demotion	3	0	2	3	0	1						

	2009	2010	2011	20	12	2013	30
<b>Processing Time</b>	F	Previous					2014Thru09-
- Curci		13		npara			1
Other		15	32	6	4	2	1
Training		10	12	14	6	9	5
Time and Attendance	, 1110111	14	20	25	22	8	8
Terms/Conditions of Employ	/ment	11	31	61	28	15	12
Termination		46	66	56	16	8	9
Retirement		$\frac{}{}$	3	2	2	3	3
Reinstatement		5	1	3	1	0	2
Reasonable Accommodation		12	14	14	11	10	12
Directed		8	13	11	8	5	6
Denied		6	10	13	10	13	8
Reassignment		31	39	00	33	40	41
Promotion/Non-Selection		57	59	60	55	48	41
Pay (Including Overtime)		5	7	10	10	10	15
Medical Examination		3	3	4	7	3	6
Sexual		7	11	9	7	10	101
Harassment Non-Sexual		50	87	122	91	91	101
Examination/Test		3	3	4	1	4	2
Evaluation Appraisal		5	10	13	4	6	2
Duty Hours		3	6	10	5	5	2
Other		1	8	2	1	0	0
Removal		3	4	5	3	1	1
Suspension		13	13	26	15	13	14
Reprimand		14	16	29	10	18	14

Without Hearing	0	0	0	0	0	0	0	0	0	0	2	40
Total Nulliber Findings									_			
Total Number Findings	3		1		2		5		7		5	
	#	%	#	%	#	%	#	%	#	%	#	%
Actions Finding Discrimination	2	009		010	_	011	1	012		013	4	Thru09- 30
Total Final Agency		1	Pre	vion				ative r Data		ta	2014	F100
Total Complaints Withdrawn Complainants	by		2	0	38	3	2	2 51		18		27
Compl	ain	ts Wi	ithd	lraw	n by	y Coi	npl	 nplainan				
Average days pending prior to dismissal	O		14	15	277	7	4	72		97	1	.03
Total Complaints Dismissed Agency	эу		4	40		4	3	29		31		38
Complaints Dishinssed by 1.	S	ncy	20		2010		11	2012	_	013		Thru09- 30
Complaints Dismissed by A	oei	nev	1	Prev	inns			iparat Year l				
Average number of days in final action	72	8.00	67	3.17	24	2.48		1.84		1.15		)3.64
Average number of days in investigation	13	9.70	13	4.96	15	3.43	17	5.41	21	8.10	18	34.18
Complaint pending during fis	cal	year	whe	ere h	eari	ng wa	as n	ot req	ues	ted		
Average number of days in final action	20	).75	78	3.57	82	1.67	33	3.20	35	5.42	3	6.55
Average number of days in investigation	13	8.48	14	1.99	14	144.37		7.64	20	6.17	19	01.84
Complaint pending during fis	cal	year	whe	ere h	eari	ng wa	as re	equest	ted			
Average number of days in final action	16	1.20	256.44		14	149.33		7.41	71	1.77	5	1.45
days in investigation	13	8.81	14	0.40	14	6.34	1/	6.80	20	9.23	18	39.43

Findings of Discrimination	Comparative Data											
Rendered by Basis		P	rev	ious	Fis	cal Y	Yea	r Da	ta		2014Thru09-	
Note: Complaints can be filed	2	009	2	010	20	011	2	012	2013		30	
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		1		2		5		2		5	
Race	0	0	1	100	0	0	0	0	0	0	1	20
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	0	0	0	0	3	60	1	50	1	20
Sex	1	50	0	0	0	0	3	60	0	0	2	40
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	50	1	20	0	0	2	40
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	1	20	0	0	2	40
Disability	0	0	0	0	1	50	0	0	1	50	3	60
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	20	0	0	0	0
		1	1	1	-		1	ı		1	1	l
Findings After Hearing	2		1		2		4		1		3	
Race	0	0	1	100	0	0	0	0	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	0	0	0	0	3	75	1	100	1	33
Sex	1	50	0	0	0	0	3	75	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	50	0	0	0	0	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	1	100	0	0	1	25	0	0	1	33
Disability	0	0	0	0	1	50	0	0	0	0	2	67
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	25	0	0	0	0
						<u>'</u>				-		'
Findings Without Hearing	0		0		0		1		1		2	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	1	100	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	0	0	2	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	0	0	1	50
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	1	50
Disability	0	0	0	0	0	0	0	0	1	100	1	50
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
					C	omp	par	ative	Da	ıta		
Findings of Discrimination		P	rev	ious I	Fis(	al Y	'ea	r Dat	a		2014	Thru09-
Rendered by Issue	20	009	20	010	20	11	20	012	20	013		30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		1		2		5		2		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	20	0	0	2	40
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									- 1		'	

Demotion	1	50	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	1	20
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	1	20	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	2	100	0	0		0	1	20		0	3	60
					0		1		0	0		60
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	1	20	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	2	40	0	0	2	40
Reassignment						ı						
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	50	1	20
Reasonable Accommodation	0	0	0	0	1	50	0	0	1	50	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	1	50	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	1	20
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	20	0	0	0	0
Findings After Hearing	2		1		2		4		1		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	0	0	1	25	0	0	1	33
Assignment of Duties				-								
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	1	50	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	1	33
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	1	25	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	100	0	0	0	0	0	0	0	0	3	100
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	1	25	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	2	50	0	0	1	33
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	100	0	0
Reasonable Accommodation	0	0	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	0	0	0	0	1	50	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	1	33
Training	0	0	0	0	0	0	0	0	0	0	0	0
	1											1

Other - User Defined	0	0	0	0	0	0	1	25	0	0	0	0
Findings Without Hearing	0		0		0		1		1		2	
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	1	50
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	1	100	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	0	0	0	0	1	50
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	1	50
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	100	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	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

						l
			Com	parati	ve Dat	a
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious l	Fiscal `	Year D	ata	2014Thru09-
	2009	2010	2011	2012	2013	30
Total complaints from previous Fiscal Years	184	162	160	173	170	210
Total Complainants	156	133	131	138	145	180
Number complaints pending		-	-	-	-	
Investigation	6	5	8	7	2	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	120	98	130	151	155	191
Final Agency Action	40	49	18	12	13	19
Appeal with EEOC Office of Federal Operations	13	36	84	127	165	71
			Com	parati	ve Dat	a
<b>Complaint Investigations</b>	Pre	vious ]	Fiscal `	Year D	ata	2014Thru09-
	2009	2010	2011	2012	2013	30
Pending Complaints Where Investigations Exceed Required Time Frames	6	4	3	2	0	0