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

## U.S. Customs and Border Protection 2nd Quarter 2015 for period ending March 31, 2015

			Compara	ative Data		
Complaint Activity		Previou	ıs Fiscal Ye	ear Data		2015
	2010	2011	2012	2013	2014	Thru 03-31
Number of Complaints Filed	316	328	259	247	220	117
Number of Complainants	293	294	245	229	207	116
Repeat Filers	18	28	14	16	10	1

Complaints by Posis		C	ompara	ative Da	ıta	
Complaints by Basis	Р	revious	Fiscal `	Year Da	ta	2015
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	Thru 03-31
Race	91	94	59	71	64	<u>26</u>
Color	30	17	19	13	16	8
Religion	17	21	13	11	11	<u>5</u>
Reprisal	141	166	118	114	111	<u>50</u>
Sex	91	99	87	80	65	<u>34</u>
PDA	0	2	4	2	2	<u>3</u>
National Origin	76	77	57	44	50	<u>31</u>
Equal Pay Act	0	1	0	1	0	<u>0</u>
Age	97	90	87	75	47	44
Disability	79	72	55	41	49	<u>25</u>
Genetics	0	1	0	2	2	0
Non-EEO	12	19	12	9	9	7

Complaints by Issue		C	Compara	ative Da	ıta	
Complaints by issue	Р	revious	Fiscal `	Year Da	ta	2015
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	Thru 03-31
Appointment/Hire	13	22	9	8	9	8
Assignment of Duties	42	43	45	26	33	<u>6</u>
Awards	6	5	5	3	4	2
Conversion to Full-time	0	0	0	0	0	<u>0</u>
Disciplinary Action						
Demotion	0	2	3	0	1	1
Reprimand	16	29	10	18	14	2
Suspension	13	26	15	13	14	<u>5</u>
Removal	4	5	3	1	1	2
Other	8	2	1	0	1	<u>0</u>
Duty Hours	6	10	5	5	2	3
Evaluation Appraisal	10	13	4	6	2	2
Examination/Test	3	4	1	4	2	1
Harassment						
Non-Sexual	87	122	91	91	103	44
Sexual	11	9	7	10	11	<u>5</u>
Medical Examination	3	4	7	3	6	1
Pay (Including Overtime)	7	10	10	10	15	3
Promotion/Non-Selection	59	60	55	48	41	<u>25</u>
Reassignment						
Denied	10	13	10	13	8	<u>6</u>
Directed	13	11	8	5	6	1
Reasonable Accommodation	14	14	11	10	14	<u>3</u>
Reinstatement	1	3	1	0	2	<u>2</u>
Retirement	3	2	2	3	3	1
Termination	66	56	16	8	8	Z
						<u>6</u>

MicroPact Internet Complaints System - No Fear

Terms/Conditions of Employment	31	61	28	15	14	
Time and Attendance	20	25	22	8	8	<u>3</u>
Training	12	14	6	9	5	2
Other	32	6	4	2	1	<u>0</u>

			Compara	ative Data		
Processing Time		Previou	s Fiscal Y	ear Data		2015
	2010	2011	2012	2013	2014	Thru 03-31
Complaints pending during fiscal year						
Average number of days in investigation	140.40	146.34	176.80	209.23	189.43	170.89
Average number of days in final action	256.44	149.33	87.41	71.77	51.45	49.32
Complaint pending during fiscal year where hearing	was reques	sted				
Average number of days in investigation	141.99	144.37	177.64	206.17	191.69	170.91
Average number of days in final action	78.57	81.67	33.20	35.42	36.55	37.46
Complaint pending during fiscal year where hearing	was not red	quested				
Average number of days in investigation	134.96	153.43	175.41	218.10	184.36	170.84
Average number of days in final action	673.17	242.48	171.84	121.15	103.64	72.42

			Compara	ative Data	a	
Complaints Dismissed by Agency		Previous	Fiscal Y	ear Data		2015
	2010	2011	2012	2013	2014	Thru 03-31
Total Complaints Dismissed by Agency	40	43	29	31	37	<u>15</u>
Average days pending prior to dismissal	277	74	72	97	103	79
Complaints Withdraw	n by Con	nplainant	S	,	,	
Total Complaints Withdrawn by Complainants	38	32	51	18	27	9

	Comparative Data												
Total Final Assess Actions Finding Discounting			Pr	eviou	s Fi	scal Y	ear	Data	a		015		
Total Final Agency Actions Finding Discrimination	2	010	2	2011	2	012	2	013	2014			hru 3-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		2		5		7		4		1		
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	0	
With Hearing	1	100	2	100	5	100	7	100	4	100	1	100	

Findings of Discrimination Rendered by Basis					Со	mpar	ativ	e Data	<b>a</b>			
- manige of bloomination Rondorda by Baole			Pre	viou	s Fi	iscal \	<b>′</b> ea	r Data				015 hru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints	2	010	20	011	2	012	2	013	2	014		nru 3-31
and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		2		5		2	
Race	1	100	0	0	0	0	0	0	1	20	<u>0</u>	0
Color	0	0	0	0	1	20	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	3	60	1	50	1	20	<u>0</u>	0
Sex	0	0	0	0	3	60	0	0	2	40	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	1	50	1	20	0	0	2	40	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	1	20	0	0	2	40	2	10
Disability	0	0	1	50	0	0	1	50	3	60	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	20	0	0	0	0	0	0
Findings After Hearing	1		2		4		1		3		1	
Race	1	100	0	0	0	0	0	0	1	33	0	0
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	0	0	0	0	3	75	1	100	1	33	0	0
Sex	0	0	0	0	3	75	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	1	33	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	1	25	0	0	1	33	1	10
Disability	0	0	1	50	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	<u>0</u>	0
Findings Without Hearing	0		0		1		1		2		1	
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	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	2	100	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	1	100	0	0	1	50	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	1	50	1	100
Disability	0	0	0	0	0	0	1	100	1	50	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

					C	ompar	ativ	e Data	1			
Findings of Discolaries (i.e. Dandered by I			Pr	eviou	ıs F	iscal \	ear/	Data			201 Thr	
Findings of Discrimination Rendered by I		2010	20	011	2	012	2	013	2	014		nru 3-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		2		5		2	
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	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	1	20	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	1	20	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	1	20	0	0	3	60	1	50
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	1	20	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	2	40	0	0	2	40	1	50
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	50	1	20	0	0
Reasonable Accommodation	0	0	1	50	0	0	1	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	1	50	0	0	0	0	0	0	1	50
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	1	20	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	20	0	0	0	0	0	0
Findings After Hearing	1		2		4		1		3		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	1	25	0	0	1	33	0	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion 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	1	33	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	1	25	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	I			<u> </u>								
Non-Sexual	0	0	0	0	0	0	0	0	3	100	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay (Including Overtime)	0	0	0	0	1	25	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	2	50	0	0	1	33	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	100	0	0	<u>0</u>	0
Reasonable Accommodation	0	0	1	50	0	0	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	1	50	0	0	0	0	0	0	1	100
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	1	33	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	25	0	0	0	0	<u>0</u>	0
Findings Without Hearing	0		0		1		1		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	<u>0</u>	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	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	1	100	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	0	0	1	50	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	50	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	0	0	1	100	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	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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								
		2011	2012	2013	2014	Thru 03-31				
Total complaints from previous Fiscal Years	162	160	173	170	210	290				
Total Complainants	133	132	138	144	180	249				
Number complaints pending										
Investigation	5	8	7	2	0	<u>11</u>				
ROI issued, pending Complainant's action	0	0	0	0	0	<u>8</u>				
Hearing	98	130	151	155	192	<u>251</u>				
Final Agency Action	49	18	12	13	17	20				
Appeal with EEOC Office of Federal Operations	37	85	129	164	210	85				

	Comparative Data								
Complaint Investigations		Previous Fiscal Year Data							
		2011	2012	2013	2014	Thru 03- 31			
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	2	0	0	<u>0</u>			