

U.S. Citizenship and Immigration Services

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: CIS (and below) 2nd Quarter 2022-Period Ending March 31, 2022

	Comparative Data										
		Previous Fiscal Year Data									
Complaint Activity	2017	2018	2019	2020	2021	31-Mar					
Number of Complaints Filed	91	120	115	139	88	58					
Number of Complainants	90	119	114	134	87	57					
Repeat Filers	1	1	1	5	1	1					
			Compara	ative Data							
Complaints by Basis		Previous Fiscal Year Data				2022 Thru					
Note: Complaints can be filed alleging multiple bases.	2017	2018	2019	2020	2021	31-Mar					
The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021						
Race	40	65	46	70	45	30					
Color	20	34	22	36	16	16					
Religion	4	6	7	14	7	6					
Reprisal	47	74	76	89	51	31					
Sex	31	54	48	73	44	23					
PDA	0	1	0	0	2	1					
National Origin	23	24	25	31	21	12					
Equal Pay Act	0	0	0	0	0	0					
Age	31	47	46	67	24	20					
Disability	45	51	58	71	35	25					
Genetics	0	0	0	1	1	0					
Non-EEO	4	6	7	18	9	7					
Complaints by Issue		Previous Fiscal Year Data									
Note: Complaints can be filed alleging multiple bases.	2017	2018	2019	2020	2021	31-Mar					
The sum of the bases may not equal total complaints filed.	2017	2010	2019	2020	2021						
Appointment/Hire	3	3	6	3	1	3					
Assignment of Duties	0	5	1	3	0	3					
Awards	0	1	0	0	0	0					
Conversion to Full Time/Perm Status	0	0	0	0	0	0					
Disciplinary Action											
Demotion	2	3	2	1	2	0					
Reprimand	2	8	5	6	1	0					
Suspension	6	6	3	6	8	2					
Removal	2	5	4	2	3	3					
Duty Hours	1	1	2	0	1	0					
Perf. Eval./ Appraisal	19	25	25	21	28	14					
Examination/Test	0	0	0	0	0	2					

Harassment							1				
Non-Sexual	37	62	56	85	56	35	4				
Sexual	2	3	5	85 7	3	0	-				
Medical Examination	0	0	0	0	0	0	-				
Pay including overtime	3	3	4	2	2	1	-				
Promotion/Non-Selection	27	27	26	29	8	16	-				
Reassignment	21	21	20	25	0	10	-				
Denied	1	3	1	6	2	1	-				
Directed	3	1	5	1	2	2	-				
Reasonable Accommodation Disability	16	22	29	36	16	12	-				
Reinstatement	0	1	0	0	0	0	-				
Religious Accommodation	0	0	0	0	3	0	-				
Religious Accommodation	0	0	0	0	0	0	-				
	0	0	0	0	0	0	-				
Sex-Stereotyping		4					-				
Telework Termination	4	4	0 20	2 22	1 17	1	-				
	11 10	14	20 13	10	6		4				
Terms/Conditions of Employment	2		3		6	10	4				
Time and Attendance		1	-	1	-	1	4				
Training	1	1	2	4	1	0	4				
Other			6	+! D			-				
			Compara	ntive Data		L	4				
		Previe	ous Fiscal Yea	r Data		2022					
	L	T				Thru					
Processing Time	2017	2018	2019	2020	2021	31-Mar	_				
Complaints pending during fiscal year			•	•			_				
Average number of days in investigation	244.13	222.58	231.13	220.8	224.79	243.79	4				
Average number of days in final action	97.33	100.3	133.89	148.3	159.53	145.26	4				
Complaint pending during fiscal year where hearing was requested			•	•			_				
Average number of days in investigation	251.15	226.06	226.43	221.11	225.17	257.36					
Average number of days in final action	61.45	53.03	95.08	73.79	84.27	64.93					
Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation	238.15	215.3	239.69	230.77	233.7	231.5					
Average number of days in final action	150.62	187.37	244.79	373.95	333.23	199.3					
			Compara	ntive Data			1				
		Provi	ous Fiscal Yea	r Data		2022					
		Fievio				Thru					
Complaints Dismissed by Agency	2017	2018	2019	2020	2021	31-Mar					
Total Complaints Dismissed by Agency	6	6	3	8	4	2	1				
Average days pending prior to dismissal	228	148	176	232	123	162	1				
Complaints	Nithdrawn by C	Complainants		•	•		1				
Total Complaints Withdrawn by Complainants	12	5	8	16	6	3	1				
				Com	parative Data	a					
					•						202
			F	Previous Fisca	il Year Data					-	Thr
							2020	<u> </u>	2021		1-M
	2017		2018		2019		2020		2021		T-M
Total Final Agency Actions Finding Discrimination	2017	%	2018 #	%	2019 #	%		_	2021	_	
Total Final Agency Actions Finding Discrimination Total Number Findings	2017 #	%		%	2019 # 2	%	# %	#	_	3. # 0	M-1

With Hearing	0	0	1	100	0	0	4	80	0	0	0	0
	Comparative Data											
Findings of Discrimination Rendered by Basis			I	Previous Fisca	al Year Data							2022 Thru
Note: Complaints can be filed alleging multiple bases.	20	2017 2018 2019 2020					1-Mar					
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	2021 %	#	%
Total Number Findings	1	,	1	70	2	70	5	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0	70	1	
Race	0	0	0	0	2	100	0	0	0	0	1	100
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	1	100	1	100	1	50	3	60	0	0	1	100
Sex	0	0	0	0	1	50	1	20	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	2	100	1	20	0	0	1	100
Disability	1	100	0	0	0	0	3	60	0	0	1	100
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
								1				•
Findings After Hearing	0		1		0		4		0		1	
Race	0	0	0	0	0	0	0	0	0	0	0	100
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	1	100	0	0	3	75	0	0	1	100
Sex	0	0	0	0	0	0	1	25	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	25	0	0	1	100
Disability	0	0	0	0	0	0	2	50	0	0	1	100
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
	•			•	•	•						
Findings Without Hearing	1		0		2		1		0		0	
Race	0	0	0	0	2	100	0	0	0	0	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	1	100	0	0	1	50	0	0	0	0	0	0
Sex	0	0	0	0	1	50	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	2	100	0	0	0	0	0	0
Disability	1	100	0	0	0	0	1	100	0	0	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
				Com	parative Data	a					-	
				Previous Fisca	•							2022

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	20	2017		018	2019		1	2020	2021		3	1-Mar
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		2		5		0		1	
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	0	0
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	1	50	0	0	0	0	0	0
Removal	0	0	0	0	0	0	1	20	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	1	50	1	20	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	1	100	1	50	2	40	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	20	0	0	0	0
Reassignment			-		-							
Denied	0	0	0	0	0	0	1	20	0	0	0	0
Directed	0	0	0	0	0	0	1	20	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	2	40	0	0	1	100
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	1	100
Terms/Conditions of Employment	1	100	0	0	2	100	1	20	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						•						
Findings After Hearing	0		1		0		4		0		1	
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	0	0
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	1					•			<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	1	25	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	1	25	0	0	0	0

Examination/Test 0 0 Harassment 0 0 0 Non-Sexual 0 0 0 Sexual 0 0 0 Medical Examination 0 0 0 Pay including overtime 0 0 0 Promotion/Non-Selection 0 0 0 Reassignment 0 0 0 Denied 0 0 0 Directed 0 0 0 Reasonable Accommodation Disability 0 0 0 Religious Accommodation 0 0 0 Religious Accommodation 0 0 0	0 1 0 0 0 0 0 0 0 0 0 0 0 0 0	0 100 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 2 0 0 1 1 1 0 1	0 50 0 0 25 25 25 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0
Non-Sexual 0 0 Sexual 0 0 0 Medical Examination 0 0 0 Pay including overtime 0 0 0 Promotion/Non-Selection 0 0 0 Reassignment 0 0 0 Denied 0 0 0 Directed 0 0 0 Reasonable Accommodation Disability 0 0 0 Religious Accommodation 0 0 0 Retirement 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 1 1 0	0 0 0 25 25	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
Sexual 0 0 Medical Examination 0 0 0 Pay including overtime 0 0 0 Promotion/Non-Selection 0 0 0 Reassignment 0 0 0 Denied 0 0 0 Directed 0 0 0 Reasonable Accommodation Disability 0 0 0 Religious Accommodation 0 0 0 Retirement 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 1 1 0	0 0 0 25 25	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
Medical Examination 0 0 0 Pay including overtime 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 1 1 0	0 0 25 25	0 0 0 0	0 0 0	0 0 0 0 0	0 0 0 0
Pay including overtime 0 0 0 Promotion/Non-Selection 0 <td>0 0 0 0 0 0 0 0 0 0 0</td> <td>0 0 0 0 0 0 0</td> <td>0 0 0 0 0 0</td> <td>0 0 0 0 0</td> <td>0 1 1 0</td> <td>0 25 25</td> <td>0 0 0</td> <td>0 0 0 0</td> <td>0 0 0</td> <td>0</td>	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 1 1 0	0 25 25	0 0 0	0 0 0 0	0 0 0	0
Promotion/Non-Selection00ReassignmentDenied00Directed00Reasonable Accommodation Disability00Reinstatement00Religious Accommodation00Retirement00	0 0 0 0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0	1 1 0	25 25	0	0	0	0
ReassignmentDenied00Directed00Reasonable Accommodation Disability00Reinstatement00Religious Accommodation00Retirement00	0 0 0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0	1	25	0	0	0	
Denied 0 0 Directed 0 0 Reasonable Accommodation Disability 0 0 Reinstatement 0 0 Religious Accommodation 0 0 Retirement 0 0	0 0 0 0 0	0 0 0	0 0 0	0	0					
Directed 0 0 Reasonable Accommodation Disability 0 0 Reinstatement 0 0 Religious Accommodation 0 0 Retirement 0 0	0 0 0 0 0	0 0 0	0 0 0	0	0					~
Reasonable Accommodation Disability 0 0 Reinstatement 0 0 0 Religious Accommodation 0 0 0 Retirement 0 0 0	0 0 0 0	0	0 0	0		0				0
Reinstatement 0 0 Religious Accommodation 0 0 Retirement 0 0	0 0 0	0	0		1	0.5		0	0	0
Religious Accommodation00Retirement00	0	-				25	0	0	1	100
Retirement 0 0	0	0		-	0	0	0	0	0	0
		0	0	0	0	0	0	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	1	100
Terms/Conditions of Employment 0 0	0	0	0	0	1	25	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										
Findings Without Hearing 1	0		0		1		0		0	
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	0	0
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
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 1 100	0	0	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	0	0	0	0	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	0	0
Reasonable Accommodation Disability 0 0	0	0	0	0	1	100	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	٥	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
	0	100	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1		-	-	-	-	_	v	_	-	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												
			Compara	tive Data								
						2022						
		Previe	ous Fiscal Yea	ir Data		Thru						
Pending Complaints Filed in Previous Fiscal Years by Status	2017	2018	2019	2020	2021	31-Mar						
Total complaints from previous Fiscal Years	122	119	146	142	133	122						
Total Complainants	109	107	135	131	127	114						
Number complaints pending												
Investigation	1	0	1	0	0	11						
ROI issued, pending Complainant's action	0	0	0	0	1	3						
Hearing	104	100	110	103	95	86						
Final Agency Action	16	19	35	37	32	15						
Appeal with EEOC Office of Federal Operations	67	75	85	108	24	37						
			Compara	tive Data								
	2022											
	1	Previe	ous Fiscal Yea	r Data		Thru						
Complaint Investigations	2017	2018	2019	2020	2021	31-Mar						
Pending Complaints Where Investigations Exceed Required Time Frames	4	2018	1	2020	0	0	-					
· ····································	-	2	-	2	v	v						