

Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2024, Quarter 3

Office of Diversity and Civil Rights
1 July 2024



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

ICE (includes sub-level offices)

For 3rd Quarter 2024 for period ending June 30, 2024

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Part 1 Complaint Activity	Previous Fiscal Year Data           2019         2020         2021         2022         2023								
	2019	2020	2021	2022	2023	2024 Thru 06-30			
Number of Complaints Filed	145	184	137	260	161	133			
Number of Complainants	143	176	130	243	159	123			
Repeat Filers	2	8	6	15	2	10			

Dort 2 Complaints by Basis			Compar	ative Data		
Part 2 Complaints by Basis		Pr	evious Fiscal Year	Data		2024 Thm.
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 Thru 06-30
Race	55	67	59	68	61	53
Color	20	32	22	27	22	21
Religion	4	7	5	49	14	3
Reprisal	67	97	75	96	90	67
Sex	56	70	58	89	63	51
PDA	2	2	2	1	1	2
National Origin	21	36	43	46	38	27
Equal Pay Act	1	0	2	1	1	1
Age	51	59	45	71	42	44
Disability	38	57	38	103	52	49
Genetics	0	0	1	10	1	0
Non-EEO	12	7	13	16	10	8

Part 3 Complaints By Issue			Compar	ative Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment.		Previo	us Fiscal Yea	ar Data		2024 Thru
** are reported under Other Disciplinary Actions.  The reporting of Reassignment Claims has been changed from two separate Denied and  Directed rows to one combined row: the first row now accommodates both "Reassignment:						06-30
Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.	2019	2020	2021	2022	2023	
Appointment/Hire	19	17	9	20	11	2
Assignment of Duties*	10	25	15	0	0	0
Awards	0	3	2	0	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action			•		•	1
Demotion	1	2	2	1	0	1
Reprimand**	4	7	7	0	0	0
Suspension	4	4	5	6	3	4
Removal	2	1	2	4	3	6
Other Disciplinary Actions**	0	0	0	0	0	9
Other 2**	0	0	0	0	0	0
Duty Hours*	2	0	3	0	0	0
Perf. Eval./ Appraisal	28	23	12	15	12	7
Examination/Test	0	1	2	4	0	0
Harassment			ļ.	l		
Non-Sexual	58	76	53	85	83	82
Sexual	5	9	5	10	2	4
Medical Examination	7	5	0	44	7	0
Pay including overtime	3	10	3	5	8	6
Promotion/Non-Selection	28	28	22	21	19	15
Reassignment			<u> </u>	<u>.</u>	l.	
Reassignment: Denied/Directed	6	4	1	2	5	6
Directed	5	11	2	6	2	3
Reasonable Accommodation Disability	13	15	6	15	13	14
Reinstatement*	1	1	0	0	0	0
Religious Accommodation	0	0	0	6	0	0
Retirement*	2	2	3	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	4	4	3	7	6
Termination	8	15	14	11	3	6
Terms/Conditions of Employment*	13	15	8	0	0	0
Time and Attendance	3	18	7	5	13	6
Training	6	4	1	6	6	4
Other Terms/Conditions of Employment*	0	0	0	0	0	24
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

			Compar	ative Data		
Part 4 Processing Time		Pr	evious Fiscal Year D	ata		2024 Thru 06 20
	2019	2020 2021		2022	2023	2024 Thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation	439.84	345.5	276.68	343.85	334.54	447.92
Average number of days in final action	206.53	182.44	288.06	201.71	31.4	59.46
Complaints pending during fiscal year where	hearing was requested					
Average number of days in investigation	455.71	340.14	285.75	365.23	331.96	426.18
Average number of days in final action	76.32	114.74	137.49	133.4	26.21	30.00
Complaints pending during fiscal year where	hearing was not reques	ted		•		
Average number of days in investigation	432.91	351.38	264.57	318.03	347.1	476.32
Average number of days in final action	418.49	395.56	422.23	287.53	43.79	107.00

			Compara	tive Data		
Part 5 Complaints Dismissed by Agency			0004 = 0000			
	2019	2020	2021	2022	2023	2024 Thru 06-30
Part 5 Complaints Dismissed by Agency	15	24	15	17	71	11
Average days pending prior to dismissal	281	375	115	186	222	235.64
С	omplaints Withdi	awn by Complai	nants			
Total Complaints Withdrawn by Complainants	18	23	22	20	24	8

	Comparative Data													
Dort C Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				202	4 Thru		
Part 6 Total Final Agency Actions Finding Discrimination	20	2019		)20	20	)21	20	)22	20	)23	06	6-30		
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1		8		1		0		0		4			
Without Hearing	1	100	6	75	1	100	0	0	0	0	1	25		
With Hearing	0	0	2	25	0	0	0	0	0	0	3	75		

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pre	vious Fis	cal Year D	ata				2024	Thru
Note: Complaints can be filed alleging multiple	20	019	20	)20	20	)21	20	)22	20	)23	06	-30
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		8		1		2		3		4	
Race	1	100.00	2	25.00	1	100.00	0	0.00	2	66.67	1	25.00
Color	0	0.00	2	25.00	0	0.00	0	0.00	2	66.67	2	50.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00
Reprisal	0	0.00	5	62.50	1	100.00	2	100.00	1	33.33	3	75.00
Sex	0	0.00	5	62.50	1	100.00	0	0.00	1	33.33	3	75.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	2	25.00	1	100.00	0	0.00	0	0.00	1	25.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	4	50.00	0	0.00	0	0.00	2	66.67	2	50.00
Disability	0	0.00	2	25.00	0	0.00	1	50.00	1	33.33	2	50.00
Genetics	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00
Non-EEO	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00

Findings After Hearing	1		2		0		1		3		3	
Race	1	100.00	0	0.00	0	0.00	0	0.00	2	66.67	1	33.33
Color	0	0.00	0	0.00	0	0.00	0	0.00	2	66.67	1	33.33
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	50.00	0	0.00	1	100.00	1	33.33	2	66.67
Sex	0	0.00	1	50.00	0	0.00	0	0.00	1	33.33	2	66.67
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	1	50.00	0	0.00	0	0.00	2	66.67	1	33.33
Disability	0	0.00	1	50.00	0	0.00	0	0.00	1	33.33	1	33.33
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	0		6		1		1		0		1	
Race	0	0.00	2	33.33	1	100.00	0	0.00	0	0.00	1	100.00

Color	0	0.00	2	33.33	О	0.00	О	0.00	0	0.00	2	200.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Reprisal	0	0.00	4	66.67	1	100.00	1	100.00	0	0.00	2	200.00
Sex	0	0.00	4	66.67	1	100.00	0	0.00	0	0.00	1	100.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	2	33.33	1	100.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	3	50.00	0	0.00	0	0.00	0	0.00	1	100.00
Disability	0	0.00	1	16.67	0	0.00	1	100.00	0	0.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with:

\* are reported under Other Terms / Conditions of Employment.

\*\* are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

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Part 8 Finding of Discrimination Rendered by Issue			I	Previo	us Fis	cal Yea	ar Data	<u>a</u>				Thru 06
r art of maing of Broommaton Itematica by 10000	20	)19	20	)20	20	)21	20	)22	20	23		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		8		1		1		3		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	1	13	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
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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	5	63	0	0	0	0	1	33	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	<u>'</u>			!	!	!	!	!			•	•
Sexual	0	0	1	13	0	0	0	0	1	33	1	25
Non-Sexual	1	100	4	50	1	100	1	100	1	33	2	50
Medical Examination	0	0	1	13	0	0	0	0	0	0	1	25
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	3	38	0	0	1	100	1	33	0	0
Reassignment	I	1			1	1	ı	1				1
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	3	38	0	0	0	0	1	33	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	33	1	25
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	1	13	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	3	38	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	25
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	1		2		0		0		3		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	1	50	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				1			l	l				
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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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	2	100	0	0	0	0	1	33	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	1	33	1	33
Non-Sexual	1	100	2	100	0	0	0	0	1	33	2	67
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	33
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	33	0	0
Reassignment	!	!		Į.				!				
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	2	100	0	0	0	0	1	33	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	33	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	1	50	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	2	100	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	33
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0		6		1		1		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	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
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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	3	50	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	•			•							•	
Sexual	0	0	1	17	0	0	0	0	0	0	0	0
Non-Sexual	0	0	2	33	1	100	1	100	0	0	0	0
Medical Examination	0	0	1	17	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	3	50	0	0	1	100	0	0	0	0
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	17	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	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	0	0
Terms/Conditions of Employment*	0	0	1	17	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	T	I			I			l l			I -	
	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data							
		2024 Thru						
	2019	2020	2021	2022	2023	06-30		
Total complaints from previous Fiscal Years	388	333	214	109	116	142		
Total Complainants	344	302	198	101	113	137		
Number complaints pending	-					,		
Investigation	30	5	7	6	39	72		
ROI issued, pending Complainant's action	10	5	1	1	2	8		
Hearing	219	173	121	86	65	58		
Final Agency Action	117	141	82	20	13	12		
Appeal with EEOC Office of Federal Operations	141	165	208	240	86	82		

Part 10 Complaint Investigations	Comparative Data							
		2024 Thru						
	2019	2020	2021	2022	2023	06-30		
Pending Complaints Where Investigations Exceed Required Time Frames	76	19	21	31	74	91		