



# Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data Fiscal Year 2022, Quarter 2

Office of Diversity and Civil Rights

31 March 2022



U.S. Immigration  
and Customs  
Enforcement

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

## ICE (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	227	201	145	184	137	117
Number of Complainants	207	193	143	176	130	113
Repeat Filers	13	7	2	8	6	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	96	81	55	67	59	31
Color	49	32	20	32	22	13
Religion	15	13	4	7	5	9
Reprisal	127	124	67	97	75	49
Sex	88	79	56	70	58	48
PDA	0	6	2	2	2	0
National Origin	64	54	21	36	43	21
Equal Pay Act	5	2	1	0	2	0

Age	98	61	51	59	45	32
Disability	58	44	38	57	38	37
Genetics	0	1	0	0	1	2
Non-EEO	15	15	12	7	13	6
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Appointment/Hire	18	10	19	17	9	9
Assignment of Duties	38	36	10	25	15	6
Awards	5	1	0	3	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	2	2	1
Reprimand	13	8	4	7	7	5
Suspension	8	9	4	4	5	3
Removal	5	4	2	1	2	3
Duty Hours	3	6	2	0	3	1
Perf. Eval./ Appraisal	34	32	28	23	12	13
Examination/Test	0	1	0	1	2	2
<b>Harassment</b>						
Non-Sexual	105	85	58	76	53	40
Sexual	13	8	5	9	5	5
Medical Examination	4	2	7	5	0	1
Pay including overtime	18	5	3	10	3	1
Promotion/Non-Selection	77	51	28	28	22	13
<b>Reassignment</b>						
Denied	21	9	6	4	1	0
Directed	29	20	5	11	2	2

Reasonable Accommodation Disability	18	18	13	15	6	5
Reinstatement	0	1	1	1	0	0
Religious Accommodation	1	0	0	0	0	1
Retirement	0	1	2	2	3	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	5	2	4	4	1
Termination	8	12	8	15	14	3
Terms/Conditions of Employment	50	57	13	15	8	13
Time and Attendance	34	18	3	18	7	0
Training	15	7	6	4	1	3
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru03-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Complaints pending during fiscal year						
Average number of days in investigation	281.87	363.83	439.84	345.50	276.68	383.07
Average number of days in final action	195.93	124.31	206.53	182.44	288.06	174.30
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	254.35	372.12	455.71	340.14	285.75	409.89
Average number of days in final action	89.62	64.96	76.32	114.74	137.49	88.31
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	328.29	348.90	432.91	351.38	264.57	350.30
Average number of days in final action	340.74	348.77	418.49	395.56	422.23	251.05



Age	0	0	0	0	0	0	4	50	0	0	0	0
Disability	1	50	1	100	0	0	2	25	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	1	100
Non-EEO	0	0	0	0	0	0	1	13	0	0	0	0
<b>Findings After Hearing</b>												
	0		1		1		2		0		0	
Race	0	0	0	0	1	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	0	0	1	100	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	1	50	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	0	0	1	50	0	0	0	0
Disability	0	0	1	100	0	0	1	50	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	1	50	0	0	0	0
<b>Findings Without Hearing</b>												
	2		0		0		6		1		1	
Race	0	0	0	0	0	0	2	33	1	100	0	0
Color	0	0	0	0	0	0	2	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	4	67	1	100	1	100
Sex	2	100	0	0	0	0	4	67	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	33	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	3	50	0	0	0	0
Disability	1	50	0	0	0	0	1	17	0	0	1	100

Genetics	0	0	0	0	0	0	0	0	0	0	0	1	100
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2022Thru03-31</b>		
	<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>				
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>
<b>Total Number Findings</b>	2		1		1		8		1		1		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	13	0	0	0	0	0
Awards	0	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	0
<b>Disciplinary Action</b>													
Demotion	0	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	0
Suspension	0	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	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	100	0	0	5	63	0	0	0	0	0
Examination/Test	1	50	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>													
Non-Sexual	0	0	0	0	1	100	4	50	1	100	1	100	100
Sexual	0	0	0	0	0	0	1	13	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	13	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	3	38	0	0	1	100	100
<b>Reassignment</b>													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	3	38	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	3	50	0	0	0	0
Examination/Test	1	50	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	33	1	100	1	100
Sexual	0	0	0	0	0	0	1	17	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	17	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	3	50	0	0	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	17	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	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	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	50	0	0	0	0	1	17	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	340	410	388	333	214	195
Total Complainants	300	350	344	302	198	179

<b>Number complaints pending</b>						
Investigation	11	28	30	5	7	37
ROI issued, pending Complainant's action	9	12	10	5	1	6
Hearing	248	244	219	173	121	123
Final Agency Action	31	84	117	141	82	32
Appeal with EEOC Office of Federal Operations	97	105	141	165	208	235
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru03-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	34	55	76	19	21	23