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No Fear Report

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

HQ (and below), Office of Biometric Identity Management (OBIM) (and below), Office of Operations (and below), Office of Resource Mgmt/Strategy & Policy (and below), Office of Training & Professional Development (and below)

For 4th Quarter 2024 for period ending September 30, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	0	0	0	0	0	58
Number of Complainants	0	0	0	0	0	54
Repeat Filers	0	0	0	0	0	4

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	0	0	0	0	0	22
Color	0	0	0	0	0	16
Religion	0	0	0	0	0	3
Reprisal	0	0	0	0	0	34
Sex	0	0	0	0	0	23
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	8
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	15
Disability	0	0	0	0	0	24
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><i>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.</i></p>						
Appointment/Hire	0	0	0	0	0	5
Assignment of Duties*	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand**	0	0	0	0	0	0
Suspension	0	0	0	0	0	3
Removal	0	0	0	0	0	1
Other Disciplinary Actions**	0	0	0	0	0	7
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	14
Examination/Test	0	0	0	0	0	1
Harassment						
Non-Sexual	0	0	0	0	0	26
Sexual	0	0	0	0	0	5
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	6
Reassignment						
Reassignment: Denied/Directed	0	0	0	0	0	1
Directed	0	0	0	0	0	3
Reasonable Accommodation Disability	0	0	0	0	0	9
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	2
Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	10
Training	0	0	0	0	0	3
Other Terms/Conditions of Employment*	0	0	0	0	0	21
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	0	0	0	0	0	200.77
Average number of days in final action	0	0	0	0	0	64.25

Average number of days in final action	0	0	0	0	0	0	12.41
Complaints pending during fiscal year where hearing was not requested							
Average number of days in investigation	0	0	0	0	0	0	172.50
Average number of days in final action	0	0	0	0	0	0	100.33

Part 5 Complaints Dismissed by Agency	Comparative Data						2024 Thru 09-30
	Previous Fiscal Year Data						
	2019	2020	2021	2022	2023		
Part 5 Complaints Dismissed by Agency	0	0	0	0	0	0	13
Average days pending prior to dismissal	0	0	0	0	0	0	124.08
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	0	0	0	0	0	0	6

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data													
	Previous Fiscal Year Data										2024 Thru 09-30			
	2019		2020		2021		2022		2023					
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		0		0		0		2	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0	2	100

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
Total Number Findings	0		0		0		0		0		2	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	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
Findings After Hearing	0		0		0		0		0		2	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

DHS Prod EEO Case Management 3.5.0

SNoel1 (Informal/Formal Manager)

Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>1</u>	50.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Finding Without Hearing												
Finding Without Hearing	0		0		0		0		0		<u>0</u>	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	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.

Part 8 Finding of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		<u>2</u>	
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	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	<u>1</u>	50
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	<u>0</u>	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-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	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>1</u>	50
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

DHS Prod EEO Case Management 3.5.0

SNoel1 (Informal/Formal Manager)

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	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	50
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	0		0		0		0		0		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	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	1	50
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	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												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	50
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	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	50
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		0		0		0		0		0	
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SNoel1 (Informal/Formal Manager)

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	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												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	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*	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 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*	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	0	0	0	0	0	20
Total Complainants	0	0	0	0	0	19
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	0	0	0	0	0	15
Final Agency Action	0	0	0	0	0	4
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	32

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	1

