PART I - PRE-COMPLAINT ACTIVITIES

		TAKIT-TKE
	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL GOVERNMENT CONTROL OF		
TOTAL COMPLETED/ENDED COUNSELING		
C. TOTAL COMPLETED/ENDED COUNSELINGS	2.350	2,230
C.1. COUNSELED WITHIN 30 DAYS	653	630
C.2. COUNSELED WITHIN 31 TO 90 DAYS		1,541
	1,589	,-
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	286	282
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1,247	1,211
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	54	54
C.3. COUNSELED BEYOND 90 DAYS	108	108
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	413	403
D.2. INITIATED DURING THE REPORTING PERIOD	2,437	2,277
D.3. COMPLETED/ENDED COUNSELINGS	2,350	2,230
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	175	170
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	960	941
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1,173	1,129
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	42	42
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	500	484

COMPLAINT ACTIVITIES			
E NON AND SETTI EMENTS WITH MONETARY I	DENEETTS		
E. NON-ADR SETTLEMENTS WITH MONETARY I	1	1	<u> </u>
	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY	3	3	\$158,019.63
BENEFITS TOTAL			
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$19.63
E.4. ATTORNEY FEES AND COSTS	2	2	\$158,000.00
E.5.	0	0	\$0.00
E.5. OTHER NON-ADR SETTLEMENTS W/	0	0	\$0.00
MONETARY BENEFITS			
F. NON-ADR SETTLEMENTS WITH NON-MONET	ARY BENEFITS		
	COUNSELING	INDIVIDUALS	
F. NON-ADR SETTLEMENTS WITH NON-	8	7	
MONETARY BENEFITS TOTAL	0	,	
F.1. HIRES	0	0	
F.2. PROMOTIONS	0	0	
F.3. EXPUNGEMENTS	1	1	
F.4. REASSIGNMENTS	4	3	
F.5. REMOVALS RESCINDED	1	1	
The state of the s			
F.6. ACCOMMODATIONS	1	1	
F.7. TRAINING	3	3	
F.8. APOLOGY	2	2	
	1	1	
F.9. DISCIPLINARY ACTIONS F.9. PESCINDED	1		
F.9.a. RESCINDED		0	
F.9.b. MODIFIED	0	1	
F.10. PERFORMANCE EVALUATION MODIFIED			
F.11. LEAVE RESTORED	0	0	
F.12. NEUTRAL REFERENCE	0	0	
F.13.	0	0	
F.13. OTHER NON-ADR SETTLEMENTS W/NON-	3	3	
MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY	32	31	\$213 512 46
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	32	31	\$213,512.46
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL G.1. COMPENSATORY DAMAGES	32 6	31 6	\$213,512.46 \$52,932.67
BENEFITS TOTAL G.1. COMPENSATORY DAMAGES			\$52,932.67
BENEFITS TOTAL G.1. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY	6	6	\$52,932.67 \$8,021.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAYFRONTPAY G.3. LUMP SUM PAYMENT	6 2 13	6 2 12	\$52,932.67 \$8,021.00 \$95,192.46
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS	6 2	6 2	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5.	6 2 13 6	6 2 12 6	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS	6 2 13 6 4	6 2 12 6 4	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY	6 2 13 6 4	6 2 12 6 4	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS	6 2 13 6 4 3	6 2 12 6 4	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY	6 2 13 6 4 3 3 BENEFITS	6 2 12 6 4 3	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY	6 2 13 6 4 3 3 BENEFITS COUNSELING	6 2 12 6 4 3 3 INDIVIDUALS	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY	6 2 13 6 4 3 3 BENEFITS	6 2 12 6 4 3	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS WITH NON-MONETARY BENEFITS TOTAL	6 2 13 6 4 3 3 BENEFITS COUNSELING 157	6 2 12 6 4 3 3 INDIVIDUALS 155	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY	6 2 13 6 4 3 3 BENEFITS COUNSELING	6 2 12 6 4 3 3 INDIVIDUALS	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS WITH NON-MONETARY BENEFITS TOTAL	6 2 13 6 4 3 3 BENEFITS COUNSELING 157	6 2 12 6 4 3 3 INDIVIDUALS 155	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES	6 2 13 6 4 3 3 BENEFITS COUNSELING 157 0	6 2 12 6 4 3 3 INDIVIDUALS 155 0	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS WITH NON-MONETARY BENEFITS TOTAL	6 2 13 6 4 3 3 BENEFITS COUNSELING 157	6 2 12 6 4 3 3 INDIVIDUALS 155	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES	6 2 13 6 4 3 3 BENEFITS COUNSELING 157 0	6 2 12 6 4 3 3 INDIVIDUALS 155 0	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS	6 2 13 6 4 4 3 3 BENEFITS COUNSELING 157 0	6 2 12 6 4 3 3 INDIVIDUALS 155 0	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS	6 2 13 6 4 3 3 BENEFITS COUNSELING 157 0	6 2 112 6 4 3 3	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS	6 2 13 6 4 3 3 BENEFITS COUNSELING 157 0 4 10 37	6 2 112 6 4 3 3 INDIVIDUALS 155 0 4 4 10 37	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS	6 2 13 6 4 3 3 BENEFITS COUNSELING 157 0	6 2 112 6 4 3 3	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS	6 2 13 6 4 3 3 BENEFITS COUNSELING 157 0 4 10 37	6 2 112 6 4 3 3 INDIVIDUALS 155 0 4 4 10 37	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED	6 2 13 6 4 3 3 BENEFITS COUNSELING 157 0 4 4 10 37 17	10 37 17	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS	6 2 13 6 4 3 3 8 8 8 8	100 37 17 8	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING	6 2 13 6 4 4 3 3 BENEFITS COUNSELING 157 0 4 4 10 37 17 17 17 18 8 23	10 37 17 17 8 8 23	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY	6 2 13 6 4 3 3 BENEFITS COUNSELING 157 0 4 4 10 37 17 17 17 18 8 23 0 0	10 37 17 17 8 8 23 0	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS	6 2 13 6 4 4 3 3 BENEFITS COUNSELING 157 0 4 4 10 37 17 17 17 18 8 23	10 37 17 17 8 8 23	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY	6 2 13 6 4 3 3 BENEFITS COUNSELING 157 0 4 4 10 37 17 17 17 18 8 23 0 0	10 37 17 17 8 8 23 0	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS	6 2 13 6 4 3 3 8 8 23 0 13	10 37 17 8 8 2 13 15 17	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9. JB. CESCINDED	6 2 13 6 4 4 3 3 8 8 23 0 13 11 11 11 13 11	10 37 17 4 10 37 17 8 23 0 13 11	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLIANY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED	6 2 13 6 4 4 3 3 BENEFITS COUNSELING 157 0 4 4 10 37 17 17 17 17 17 17 17 17 17 17 17 17 17	6 2 12 6 4 3 3 INDIVIDUALS 155 0 4 4 10 37 17 17 17 11 1 2	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.9.b. MODIFIED H.10. PERFORMANCE EVALUATION MODIFIED	6 2 13 6 4 3 3 8 8 23 0 13 11 2 9 9	6 2 112 6 4 3 3 INDIVIDUALS 155 0 4 4 10 37 17 17 8 8 23 0 0 13 11 11 2 9 9	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9. a. RESCINDED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED	6 2 13 13 6 4 4 3 3 8 8 23 0 13 11 2 2 9 19	10 37 17 17 8 8 23 0 13 11 2 9 9 19	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9. a. RESCINDED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13.	6 2 13 6 4 3 3 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	6 2 12 6 4 3 3 INDIVIDUALS 155 0 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9. a. RESCINDED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13. H.13. OTHER ADR SETTLEMENTS W/NON-	6 2 13 6 4 4 3 3 8 8 17 17 17 18 8 23 0 13 11 2 9 9 19 5 5	6 2 12 6 4 3 3 INDIVIDUALS 155 0 0 10 37 17 17 2 9 9 19 5 5	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9. a. RESCINDED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13.	6 2 13 6 4 3 3 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	6 2 12 6 4 3 3 INDIVIDUALS 155 0 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13. H.13. OTHER ADR SETTLEMENTS W/NON-MONETARY BENEFITS	6 2 13 6 4 3 3 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	6 2 12 6 4 3 3 INDIVIDUALS 155 0 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9. a. RESCINDED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13. H.13. OTHER ADR SETTLEMENTS W/NON-	6 2 13 6 4 4 3 3 8 8 8 17 17 17 17 17 19 5 5 20 56	6 2 12 6 4 3 3 INDIVIDUALS 155 0 0 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13. H.13. OTHER ADR SETTLEMENTS W/NON-MONETARY BENEFITS	6 2 13 6 4 3 3 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	6 2 12 6 4 3 3 INDIVIDUALS 155 0 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00
BENEFITS TOTAL G.I. COMPENSATORY DAMAGES G.2. BACKPAY/FRONTPAY G.3. LUMP SUM PAYMENT G.4. ATTORNEY FEES AND COSTS G.5. G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS H. ADR SETTLEMENTS WITH NON-MONETARY H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL H.1. HIRES H.2. PROMOTIONS H.3. EXPUNGEMENTS H.4. REASSIGNMENTS H.5. REMOVALS RESCINDED H.6. ACCOMMODATIONS H.7. TRAINING H.8. APOLOGY H.9. DISCIPLINARY ACTIONS H.9.a. RESCINDED H.10. PERFORMANCE EVALUATION MODIFIED H.11. LEAVE RESTORED H.12. NEUTRAL REFERENCE H.13. H.13. OTHER ADR SETTLEMENTS W/NON-MONETARY BENEFITS	6 2 13 6 4 4 3 3 8 8 8 17 17 17 17 17 19 5 5 20 56	6 2 12 6 4 3 3 INDIVIDUALS 155 0 0 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	\$52,932.67 \$8,021.00 \$95,192.46 \$46,765.33 \$4,001.00

PART II - FORMAL COMPLAINT ACTIVITIES	PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

1,837	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1,210	B. COMPLAINTS FILED
12	C. REMANDS (sum of lines C1+C2+C3)
7	C.1. REMANDS (NOT INCLUDED IN A OR B)
3	C.2. REMANDS (INCLUDED IN A OR B)
2	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
3,054	D. TOTAL COMPLAINTS
2,970	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
1,262	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
84	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
43	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
1,754	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1,164	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
41	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

	AG	ENCY	CONT	RACT
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	226,333			
A.1.b. PERMANENT EMPLOYEES	213,092			_
A.2. COUNSELOR	95		8	
A.2.a. FULL-TIME	82	86.32	8	100.00
A.2.b. PART-TIME	0	0.00	0	0.00
A.2.c. COLLATERAL DUTY	13	13.69	0	0.00
A.3. INVESTIGATOR	23		227	
A.3.a. FULL-TIME	23	100.00	106	46.70
A.3.b. PART-TIME	0	0.00	121	53.31
A.3.c. COLLATERAL DUTY	0	0.00	0	0.00
A.4. COUNSELOR/INVESTIGATOR	2		21	
A.4.a. FULL-TIME	2	100.00	21	100.00
A.4.b. PART-TIME	0	0.00	0	0.00
A.4.c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

B. AGENCY & CONTRACT STAFF	IRAINING					
	COUNS	SELORS	INVESTI	IGATORS		
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. STAFF - TOTAL	95	8	23	227	2	21
B.1.a. NEW STAFF RECEIVING AT LEAST 32 HOURS OF TRAINING	10	0	5	0	2	3
B.1.b. EXPERIENCED STAFF RECEIVING AT LEAST 8 HOURS OF TRAINING	79	8	18	227	0	18
B.1.c. TRAINING REQUIREMENT NOT MET	6	0	0	0	0	0

c	C. REPORTING LINE			
1	l.	Veronica Venture		
1:	la.	DOES THE AGENCY DIRECTOR REPORT	YES	NO
_		TO THE AGENCY HEAD?		N
2 P		IF NO, WHO DOES THE EEO DIRECTOR REPORT TO? Shoba Sivaprasad Wadhia		
Т	ΓΙΤLE	CRCL Officer		
3.	3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO		
		PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?		
P	PERSON	Veronica Venture		
т	TITLE .	Director, EEO and Diversity Programs		
4. P		Shoba Sivaprasad Wadhia		
Т	ΓΙΤLE	CRCL Officer		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

	BASES OF ALLEGED DISCRIMINATION														
			RA	CE						TOTAL TOTAL ALL TOTAL					
ISSUES OF ALLEGED DISCRIMINATION	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE			
A. APPOINTMENT/HIRE	1	0	0	11	2	2	13	2	18	129	49	49			
C. AWARDS	0	1	0	3	2	1	3	1	11	44	18	18			
E. DISCIPLINARY ACTION	1	8	0	50	14	7	40	14	129	541	209	204			
E.1. DEMOTION	1	0	0	2	0	0	0	0	6	27	14	14			
E.3. SUSPENSION	0	1	0	10	5	1	13	2	33	128	32	32			
E.4. REMOVAL	0	1	0	5	0	2	3	1	13	61	28	27			
E.6 OTHER DISCIPLINARY ACTIONS	0	4	0	17	4	4	17	6	46	184	79	78			
G. PERF. EVAL./APPRAISAL	1	3	0	30	8	2	11	4	74	273	105	104			
H. EXAMINATION/TEST	0	1	0	0	0	1	1	1	3	15	5	5			
I. HARASSMENT	6	20	1	152	53	17	98	27	334	1,511	616	607			
I.1. NON-SEXUAL	6	20	1	152	53	17	98	27	320	1,454	584	576			
I.2. SEXUAL									14	57	46	46			
J. MEDICAL EXAMINATION	0	0	0	1	0	0	1	0	10	45	16	16			
K. PAY INCLUDING OVERTIME	0	2	0	10	4	3	4	3	35	131	53	53			
L. PROMOTION/NON-SELECTION	0	3	1	32	31	6	27	12	95	464	198	193			
M. REASSIGNMENT	1	2	0	15	6	1	9	2	37	155	60	60			
N. REASONABLE ACCOMMODATION									67	213	110	108			
P. RELIGIOUS ACCOMODATION								18	2	20	18	18			
R. SEX-STEROTYPING										0	0	0			
S. TELEWORK	0	0	0	3	1	1	3	0	9	43	19	19			
T. TERMINATION	1	3	0	29	4	4	16	6	43	238	95	94			
V. TIME AND ATTENDANCE	0	1	1	13	5	2	11	1	44	192	86	86			
W. TRAINING	0	0	1	11	0	1	5	0	20	96	40	40			
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	1	6	2	74	23	10	49	17	186	794	350	342			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2024

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

						BASES OF ALLEG	ED DISCRIMINATION					
			RA	CE								
ISSUES OF ALLEGED DISCRIMINATION	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
TOTAL ALL ISSUES BY BASES	12	50	6	434	153	58	291	108	1,112			
TOTAL ALL COMPLAINTS FILED BY BASES	10	31	2	265	96	35	184	71	601			
TOTAL ALL COMPLAINANTS BY BASES	10	30	2	258	93	33	178	70	576			

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

A. APPOINTMENT/HIRE C. AWARDS	MALE 9 2 19 0 4	FEMALE 8 4 53 3	LGBT 1 0 6 0 0	PREGNANCY DISCRIMINATION ACT 0	NATIONAL (HISPANIC / LATINO 6		EQUAL P. ACT MALE F	PAY	AGE	DISABII MENTAL	PHYSICAL	GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS
ALLEGED DISCRIMINATION A. APPOINTMENT/HIRE C. AWARDS E. DISCIPLINARY ACTION E. 1. DEMOTION	9 2 19 0	4 53	0	0 0	LATINO 6					MENTAL	PHYSICAL	GINA	ALL BASES	COMPLAINTS	COMPLAINANTS
C. AWARDS E. DISCIPLINARY ACTION E.1. DEMOTION	2 19 0	4 53	0	0		6						_		DI ISSUE	BY ISSUE
E. DISCIPLINARY ACTION E. I. DEMOTION	19 0	53	6		2			ļ.	20	13	16	1	129	49	49
E. DISCIPLINARY ACTION E. I. DEMOTION	19 0	53	6		2										
E.I. DEMOTION	4					3			8	1	2	0	44	18	18
E.I. DEMOTION	4														
	4	3	0	1	19	16		-	63	42	59	0	541	209	204
E.3. SUSPENSION				1	1	0			4	4	5	0	27	14	14
		13	2	0	6	3	-	ŀ	14	10	11	0	128	32	32
E.4. REMOVAL	2	4	0	0	1	1			5	8	15	0	61	28	27
E.6. OTHER DISCIPLINARY ACTIONS	8	15	4	0	3	8			23	9	16	0	184	79	78
E.O. OTHER DISCHERVART ACTIONS	0	15	7	U	,	0			23	,	10	0	104	- 17	70
G. EVALUATION/APPRAISAL	9	24	4	0	11	6			27	24	29	0	273	105	104
H. EXAMINATION/TEST	0	1	0	0	1	1			0	3	2	0	15	5	5
	61	196	23	4	49	61			149	105	151	4	1,511	616	607
I.1. NON-SEXUAL	56	161	20	4	49	61]		149	105	151	4	1,454	584	576
I.2. SEXUAL	5	35	3	0			•						57	46	46
J. MEDICAL EXAMINATION	0	1	0	0	1	0			5	9	17	0	45	16	16
K. PAY INCLUDING OVERTIME	2	13	0	0	8	6	1	1	18	6	14	1	131	53	53
L. PROMOTION/NON-SELECTION	42	34	5	0	18	22			93	19	24	0	464	198	193
M. REASSIGNMENT	8	13	2	0	8	4			23	10	14	0	155	60	60
								-							
N. REASONABLE ACCOMMODATION DISABILI				3			J	L		57	85	1	213	110	108
N. REASONABLE ACCOMMODATION DISABILI				3		1	1	ı		31	83	1	213	110	108
P. RELIGIOUS ACCOMMODATION						<u> </u>	1	L					20	18	18
							1	ı							
R. SEX-STEROTYPING	0	0	0				•						0	0	0
S. TELEWORK	2	4	0	0	4	0	1	[2	6	8	0	43	19	19
T. TERMINATION	15	20	1	1	10	11			29	15	29	1	238	95	94
V. TIME AND ATTENDANCE	5	21	0	2	4	3			16	24	38	1	192	86	86
W. TRAINING	3	10	1	1	7	3			13	6	14	0	96	40	40
X. OTHER TERMS/CONDITIONS OF EMPLOYME	30	95	8	6	33	22			89	53	89	1	794	350	342
							-								

EEOC FORM 462 (REVISED APR 2011)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS $\,$ - AGGREGATE

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2024

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

						BA	SES OF ALLE	GED DISCRIMIN	ATION												
ISSUES OF	SEX				SEX		SEX		NATIONAL ORIGIN		EQUAL PAY ACT			DISABILITY			TOTAL	TOTAL ALL	TOTAL ALL		
ALLEGED DISCRIMINATION	MALE	FEMALE	LGBT	PREGNANCY DISCRIMINATION ACT	HISPANIC / LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	ALL BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE						
TOTAL ALL ISSUES BY BASES	207	497	51	18	181	164	1	1	555	387	586	10									
TOTAL ALL COMPLAINTS FILED BY BASES	143	277	34	13	107	109	1	1	341	193	312	6									
TOTAL ALL COMPLAINANTS BY BASES	139	269	33	12	104	106	1	1	331	189	298	6									

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

BASES OF ALLEGED DISCRIMINATION IN SETELEMENTS

						В.	ASES OF ALLEGE	O DISCRIMINATIO	N IN SETELEMENT	S			1		
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	2	1	0	3	0	7	14	6	6	23	11	11
C. AWARDS	0	1	0	3	0	0	2	4	7	4	3	3	24	9	9
E. DISCIPLINARY ACTION	0	1	0	15	4	2	11	8	61	49	26	26	144	56	55
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
E.3. SUSPENSION	0	0	0	3	0	0	3	1	12	5	2	2	27	12	12
E.4. REMOVAL	0	0	0	1	0	0	0	1	5	2	2	2	13	4	4
E.T. REMOVAE	U	· ·	· ·		- U	Ü	<u> </u>		3	2	2	2	13		-
E.6. OTHER DISCIPLINARY ACTIONS	0	0	0	6	3	0	4	3	21	32	16	16	42	16	16
G. PERF. EVAL./APPRAISAL	0	4	0	16	4	1	13	7	39	55	24	23	108	37	36
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	2	1	1	2	1	1
I. HARASSMENT	1	8	2	62	18	2	37	27	146	230	99	99	415	163	155
I.1. NON-SEXUAL	1	8	2	62	18	2	37	27	138	225	99	98	394	154	147
I.2. SEXUAL									8	5	4	4	25	18	18
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	1	4	3	2	2	11	4	4
K. PAY INCLUDING OVERTIME	0	0	0	4	0	1	5	1	13	5	2	2	43	14	14
L. PROMOTION/NON-SELECTION	0	0	0	5	5	3	3	5	33	32	18	18	90	42	39
M. REASSIGNMENT	0	1	0	9	1	0	1	4	19	4	3	3	68	26	25
N. REASONABLE ACCOMMODATION									28	26	19	19	71	43	42
P. RELIGIOUS ACCOMODATION								10	6	0	0	0	16	12	12
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	1	0	1	0	1	1	0	5	6	3	3	11	4	4
T. TERMINATION	0	2	0	8	4	0	4	1	20	28	16	16	63	26	25
V. TIME AND ATTENDANCE	0	2	0	6	0	0	3	4	26	20	10	10	75	32	31
W. TRAINING	0	0	0	7	0	0	2	1	11	15	7	7	32	12	12
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	2	0	22	5	3	16	8	84	51	27	26	248	95	87

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

BASES OF ALLEGED DISCRIMINATION IN SETELEMENTS

			RA	CE											
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
1. COUNSELING SETTLEMENT ALLEGATIONS	1	3	2	58	22	1	24	20	102						
1.1A. NUMBER OF COUNSELINGS SETTLED	1	2	2	40	13	1	17	13	61						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	1	2	2	40	13	1	17	13	59						
										_					
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	19	0	102	20	12	77	61	407						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	10	0	49	12	5	34	26	166						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	9	0	48	12	5	32	23	153						

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DESCRIMINATION IN SETTLEMENTS

							1		LEGED DESCRI	MINATION IN S			1		1		1	
ISSUES OF		SEX	_		NATIONA	L ORIGIN	EQUAL	PAY ACT		DISAI	BILITY		NUMBER COUNSELING	NUMBER COUNSELINGS	NUMBER INDIVIDUALS	NUMBER COMPLAINT	NUMBER COMPLAINTS	NUMBER COMPLAINANTS
ALLEGED DISCRIMINATION IN SETELEMENTS	MALE	FEMALE	LGBT	PREGNANCY DISCIRMINATION ACT	HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	COUNSELING SETTLEMENT ALLEGATIONS	COUNSELINGS SETTLED BY ISSUE	SETTLED WITH BY ISSUE	COMPLAINT SELLEMENT ALLEGATIONS	COMPLAINTS SETTLED BY ISSUE	SETTLED WITH BY ISSUE
A. APPOINTMENT/HIRE	1	2	0	0	2	1			5	5	8	0	14	6	6	23	11	11
C. AWARDS	2	2	1	0	0	1			3	1	1	0	4	3	3	24	9	9
E. DISCIPLINARY ACTION	5	26	2	1	3	5			20	10	23	0	49	26	26	144	56	55
E.1. DEMOTION	0	1	0	0	0	0			0	0	0	0	0	0	0	1	1	1
E.3. SUSPENSION	0	4	0	0	1	0			2	1	5	0	5	2	2	27	12	12
E.4. REMOVAL	0	1	0	0	0	0			1	4	2	0	2	2	2	13	4	4
E.6. OTHER DISCIPLINARY ACTIONS	2	11	1	0	1	2			9	2	9	0	32	16	16	42	16	16
2.0. OTHER DISCH ERVIRT ACTIONS	-			Ů	1	-				-			32	10	10	72	10	10
G. EVALUATION/APPRAISAL	5	16	1	0	5	8			18	9	17	0	55	24	23	108	37	36
H. EXAMINATION/TEST	0	0	0	0	0	0	-		2	0	2	0	2	1	1	2	1	1
I. HARASSMENT	25	86	13	4	19	25	-		61	42	68	3	230	99	99	415	163	155
I.1. NON-SEXUAL	23	69	10	4	19	25			61	42	68	3	225	99	98	394	154	147
I.2. SEXUAL	2	17	3	0			J						5	4	4	25	18	18
J. MEDICAL EXAMINATION	1	0	0	0	0	0	1		2	2	4	0	3	2	2	11	4	4
K. PAY INCLUDING OVERTIME	1	7	1	1	2	2	0	1	2	0	6	1	5	2	2	43	14	14
L. PROMOTION/NON-SELECTION	13	12	2	0	6	4			20	3	8	0	32	18	18	90	42	39
M. REASSIGNMENT	4	9	1	0	5	2			6	4	6	0	4	3	3	68	26	25
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0			-			24	44	1	26	19	19	71	43	42
P. RELIGIOUS ACCOMMODATION]						0	0	0	16	12	12
r. RELIGIOUS ACCOMMODATION							1						0	0	0	10	12	12
R. SEX-STEROTYPING	0	0	0				ı						0	0	0	0	0	0
S. TELEWORK	0	2	0	0	1	0	1		1	0	4	0	6	3	3	11	4	4
T. TERMINATION	5	7	0	1	3	5			5	12	13	1	28	16	16	63	26	25
V. TIME AND ATTENDANCE	1	13	2	0	2	3			5	7	20	1	20	10	10	75	32	31
W. TRAINING	1	8	0	0	3	2			4	3	5	0	15	7	7	32	12	12
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	8	38	4	3	18	7			29	17	34	1	51	27	26	248	95	87

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF	ALLEGED.	DESCRIMINA	TION IN SETTI	EMENTS

ALE	SEX		PREGNANCY	NATIONA	L ORIGIN	EQUAL I	PAY ACT		DISAE	RILITY				NUMBER			NUMBER
ALE			PREGNANCY						Digiti	JILIT I		NUMBER	NUMBER	INDIVIDUALS	NUMBER	NUMBER	COMPLAINANTS
	FEMALE	LGBT	DISCIRMINATION ACT	HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	COUNSELING SETTLEMENT ALLEGATIONS	COUNSELINGS SETTLED BY ISSUE	SETTLED WITH BY ISSUE	COMPLAINT SELLEMENT ALLEGATIONS	COMPLAINTS SETTLED BY ISSUE	SETTLED WITH BY ISSUE
22	57	14	2	20	15	0	0	60	50	71	0						
18	38	8	2	14	9	0	0	41	28	42	0						
17	38	8	2	13	9	0	0	40	28	41	0						
50	171	13	8	49	50	0	1	123	89	192	8						
21	72	6	5	23	24	0	1	63	49	86	3						
21	68	6	5	22	22	0	1	59	48	86	3						
1 5 2	2 8 7 0 1	2 57 8 38 7 38 0 171 1 72	2 57 14 8 38 8 7 38 8 0 171 13 1 72 6	2 57 14 2 8 38 8 2 7 38 8 2 0 171 13 8 1 72 6 5	2 57 14 2 20 8 38 8 2 14 7 38 8 2 13 0 171 13 8 49 1 72 6 5 23	2 57 14 2 20 15 8 38 8 2 14 9 7 38 8 2 13 9 0 171 13 8 49 50 1 72 6 5 23 24	2 57 14 2 20 15 0 8 38 8 2 14 9 0 7 38 8 2 13 9 0 0 171 13 8 49 50 0 1 72 6 5 23 24 0	2 57 14 2 20 15 0 0 8 38 8 2 14 9 0 0 7 38 8 2 13 9 0 0 0 171 13 8 49 50 0 1 1 72 6 5 23 24 0 1	2 57 14 2 20 15 0 0 60 8 38 8 2 14 9 0 0 41 7 38 8 2 13 9 0 0 40 0 171 13 8 49 50 0 1 123 1 72 6 5 23 24 0 1 63	2 57 14 2 20 15 0 0 60 50 8 38 8 2 14 9 0 0 41 28 7 38 8 2 13 9 0 0 40 28 0 171 13 8 49 50 0 1 123 89 1 72 6 5 23 24 0 1 63 49	2 57 14 2 20 15 0 0 60 50 71 8 38 8 2 14 9 0 0 41 28 42 7 38 8 2 13 9 0 0 40 28 41 0 171 13 8 49 50 0 1 123 89 192 1 72 6 5 23 24 0 1 63 49 86	2 57 14 2 20 15 0 0 60 50 71 0 8 38 8 2 14 9 0 0 41 28 42 0 7 38 8 2 13 9 0 0 40 28 41 0 0 171 13 8 49 50 0 1 123 89 192 8 1 72 6 5 23 24 0 1 63 49 86 3	2 57 14 2 20 15 0 0 60 50 71 0 8 38 8 2 14 9 0 0 41 28 42 0 7 38 8 2 13 9 0 0 40 28 41 0 0 171 13 8 49 50 0 1 123 89 192 8 1 72 6 5 23 24 0 1 63 49 86 3	2 57 14 2 20 15 0 0 60 50 71 0 8 38 8 2 14 9 0 0 41 28 42 0 7 38 8 2 13 9 0 0 40 28 41 0 0 171 13 8 49 50 0 1 123 89 192 8 1 72 6 5 23 24 0 1 63 49 86 3	2 57 14 2 20 15 0 0 60 50 71 0 8 38 8 2 14 9 0 0 41 28 42 0 7 38 8 2 13 9 0 0 40 28 41 0 0 171 13 8 49 50 0 1 123 89 192 8 1 72 6 5 23 24 0 1 63 49 86 3	2 57 14 2 20 15 0 0 60 50 71 0 8 38 8 2 14 9 0 0 41 28 42 0 7 38 8 2 13 9 0 0 40 28 41 0 0 171 13 8 49 50 0 1 123 89 192 8 1 72 6 5 23 24 0 1 63 49 86 3	2 57 14 2 20 15 0 0 60 50 71 0 8 38 8 2 14 9 0 0 41 28 42 0 7 38 8 2 13 9 0 0 40 28 41 0 0 171 13 8 49 50 0 1 123 89 192 8 1 72 6 5 23 24 0 1 63 49 86 3

PART IV D - BASES AND ISSUES FOUND IN FAD'S AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS

							DA	3L3 OF DISCRIM	IIIVATION FOUN	D IN FAD'S AND	THAL ORDER	,					
		1	RA	CE			1										# COMPLAINANTS
ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	1	0	0	0	0	1	3	1	1	4	3	2	2	2
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	1	3	1	1	1	1	1	1	1
E.6. OTHER DISCIPLINARY ACTIONS	0	0	0	1	0	0	0	0	0	0	0	0	3	2	1	1	1
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	3	2	0	1	0	6	6	1	1	9	5	15	6	6
I.1. NON-SEXUAL	0	0	0	3	2	0	1	0	5	6	1	1	7	5	13	6	6
I.2. SEXUAL	Ü								1	0	0	0	2	1	2	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	2	1	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	1	0	0	1	0	1	0	2	12	7	7	7	3	6	2	2
M. REASSIGNMENT	0	0	0	1	0	0	0	0	1	0	0	0	2	1	2	1	1
M. REASSIGNMENT	0	0	0	1	0	0	0	0	1	0	0	0	-2.	1	2	1	1
N. REASONABLE ACCOMMODATION									3	8	4	3	4	3	5	3	3
P. RELIGIOUS ACCOMODATION								1	1	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	1	1
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	2	0	0	1	0	3	1	1	1	7	3	6	2	2

PART IV D - BASES AND ISSUES FOUND IN FAD'S AND FINAL ORDERS (Part 1)

							BA	SES OF DISCRIM	IINATION FOUN	ID IN FAD's AND	FINAL ORDER	S					
			R/	ACE													# COMPLAINANTS
ISSUES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	ISSUED FINAL ORDERS W/FINDINGS FULLY IMPLEMENTED BY ISSUE
1. Final Agency Decision Findings	0	0	0	0	2	0	0	1	6								
1.1a. Number FADs with Findings	0	0	0	0	1	0	0	1	4								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	1	0	0	1	4								
2. AJ Decision Findings	0	1	0	12	0	0	3	1	12								
2.2a. Number AJ Decisions With Findings	0	1	0	7	0	0	2	1	9								
3. Final Agency Order Findings Implemented	0	1	0	7	0	0	3	0	11								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	1	0	4	0	0	2	0	7								
3.3b. # of Complainants issued FOs with Findings Implemented	0	1	0	4	0	0	2	0	7								

AGENCY OR DEPARTMENT: Department of Homeland Security REPORTING PERIOD: FY 2024

PART IV D - BASES AND ISSUES FOUND IN FAD'S AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS

		CEV		1	NATIONA	LODICINI	FOLIAI	DAY ACT	DAGE	S OF DISCRIMI		DINTADS	AND TINAL OF	DEKS						# COMPLAINANTE
ISSUES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS	MALE	SEX FEMALE	LGBT	PDA	HISPANIC LATINO	OTHER	MALE	PAY ACT FEMALE	AGE	MENTAL	BILITY PHYSICAL	GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	0	0	0		•	0	0	1	0	1	1	1	0	0	0	0	0
							i													
C. AWARDS	0	0	0	0	0	0	1		0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	-		0	2	2	0	3	1	1	4	3	2	2	2
E.1. DEMOTION	0	0	0	0	0	0	1		0	0	0	0	0	0	0	0	0	0	0	0
E.I. BENOTION	0	Ů	Ů.			Ů	1		0		Ů	0							0	· ·
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	1		0	2	1	0	3	1	1	1	1	1	1	1
E.6. OTHER DISCIPLINARY ACTIONS	0	0	0	0	0	0			0	0	1	0	0	0	0	3	2	1	1	1
							1													
G. EVALUATION/APPRAISAL	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	4	0	0	1	0			1	2	2	0	6	1	1	9	5	15	6	6
I.1. NON-SEXUAL	0	3	0	0	1	0			1	2	2	0	6	1	1	7	5	13	6	6
I.2. SEXUAL	0	1	0	0									0	0	0	2	1	2	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0			1	0	1	0	0	0	0	2	1	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	1	2	0	0	1	0			6	1	2	0	12	7	7	7	3	6	2	2
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	2	1	2	1	1
N. REASONABLE ACCOMMODATION DISABILITY				0			J -			4	6	0	8	4	3	4	3	5	3	3
P. RELIGIOUS ACCOMMODATION							,						0	0	0	0	0	0	0	0
							1													
R. SEX-STEROTYPING	0	0	0				1			_			0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	-		0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	1			0	0	1	0	0	0	0	1	1	2	1	1
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0	0			0	1	1	0	1	1	1	7	3	6	2	2
							1													

PART IV D - BASES AND ISSUES FOUND IN FAD'S AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS	
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	SEX			NATIONAL	L ORIGIN	EQUAL I	PAY ACT		DISAI	BILITY									# COMPLAINANTS
MALE	FEMALE	LGBT	PDA	HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE		NUMBER AJ DECISION FINDING BY ISSUE	AJ DECISION WITH FINDING BY ISSUE	ORDER FINDINGS FULLY	ORDERS w/ FINDINGS FULLY	ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
0	3	0	0	1	0	0	0	5	5	10	0								
0	2	0	0	1	0	0	0	4	3	7	0								
0	2	0	0	1	0	0	0	4	3	6	0								
												_							
1	4	0	0	1	2	0	0	4	5	6	0								
1	2	0	0	1	2	0	0	4	3	5	0								
												_							
1	4	0	0	1	1	0	0	3	5	6	0								
1	2	0	0	1	1	0	0	3	3	5	0								
1	2	0	0	1	1	0	0	3	3	5	0								
		MALE FEMALE	MALE FEMALE LGBT	MALE FEMALE LGBT PDA	MALE FEMALE LGBT PDA LATINO	MALE FEMALE LGBT PDA HISPANIC LATINO OTHER 0 3 0 0 1 0 0 2 0 0 1 0	MALE FEMALE LGBT PDA HISPANIC LATINO OTHER MALE 0 3 0 0 1 0 0 0 2 0 0 1 0 0	MALE FEMALE LGBT PDA HISPANIC LATINO OTHER MALE FEMALE 0 3 0 0 1 0 0 0 0 2 0 0 1 0 0 0	MALE FEMALE LGBT PDA HISPANIC LATINO OTHER MALE FEMALE AGE 0 3 0 0 1 0 0 0 5 0 2 0 0 1 0 0 0 4	MALE FEMALE LGBT PDA HISPANIC LATINO OTHER MALE FEMALE AGE MENTAL 0 3 0 0 1 0 0 0 5 5 0 2 0 0 1 0 0 0 4 3	MALE FEMALE LGBT PDA HISPANIC LATINO OTHER MALE FEMALE AGE MENTAL PHYSICAL 0 3 0 0 1 0 0 5 5 10 0 2 0 0 1 0 0 0 4 3 7	MALE FEMALE LGBT PDA HISPANIC LATINO OTHER MALE FEMALE AGE MENTAL PHYSICAL GINA 0 3 0 0 1 0 0 0 5 5 10 0 0 0 2 0 0 1 0 0 0 4 3 7 0 0 2 0 0 1 0 0 0 4 3 6 0 1 4 0 0 1 2 0 0 4 5 6 0 1 2 0 0 1 2 0 0 4 3 5 0 1 4 0 0 0 1 2 0 0 4 3 5 0 1 4 0 0 0 1 0 0 0 4 3 5 0 1 4 0 0 0 1 0 0 0 4 3 5 0 1 4 0 0 0 1 0 0 0 3 5 0 1 4 0 0 0 1 1 0 0 0 3 5 0	MALE FEMALE LGBT PDA HISPANIC LATINO OTHER MALE FEMALE AGE MENTAL PHYSICAL GINA FINDINGS BY ISSUE	MALE FEMALE LGBT PDA LATINO OTHER MALE FEMALE AGE MENTAL PHYSICAL GINA FINDINGS BY ISSUE SUBSECTION FINDINGS BY ISSUE FINDINGS BY ISSU	Number N	Number N	Number N	Number N	Number N

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PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE	(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)
1104	A.1. TITLE VII
18	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
398	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
450	A.3. REHABILITATION ACT
3	A.4. EQUAL PAY ACT (EPA)
12	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
1985	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	1,299	663,218	510.56
A.1. WITHDRAWALS	143	51,283	358.62
A.1.a. NON-ADR WITHDRAWALS	134	49,541	369.71
A.1.b. ADR WITHDRAWALS	9	1,742	193.56
A.2. SETTLEMENTS	264	133,931	507.31
A.2.a. NON-ADR SETTLEMENTS	232	124,886	538.30
A.2.b. ADR SETTLEMENTS	32	9,045	282.66
A.3. FINAL AGENCY ACTIONS	892	478,004	535.88
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	576	236,266	410.18
B.1. FINDING DISCRIMINATION	13	9,389	722.23
B.2. FINDING NO DISCRIMINATION	406	195,329	481.11
B.3. DISMISSAL OF COMPLAINTS	157	31,548	200.94
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	316	241,738	764.99
C.1. AJ DECISION FULLY IMPLEMENTED	312	238,897	765.70
C.1.a FINDING DISCRIMINATION	14	18,903	1,350.21
C.1.b FINDING NO DISCRIMINATION	285	211,706	742.83
C.1.c DISMISSAL OF COMPLAINTS	13	8,288	637.54
C.2. AJ DECISION NOT FULLY IMPLEMENTED	4	2,841	710.25
C.2.a FINDING DISCRIMINATION	1	594	594.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	1	594	594.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b FINDING NO DISCRIMINATION	3	2,247	749.00
C.2.c DISMISSAL OF COMPLAINTS	0	0	0.00

D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION

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177.00

1,416

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)			
	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	419	27,174	64.85
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	176	13,621	77.39
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	159	5,953	37.44
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	17	7,668	451.06
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	138	6,853	49.66
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	123	4,713	38.32
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	15	2,140	142.67
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	82	4,846	59.10
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	74	2,558	34.57
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	8	2,288	286.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	23	1,854	80.61
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	15	438	29.20

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES (v	
	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	291	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	217	\$8,318,640.25
B.1. BACK PAY/FRONT PAY	25	\$1,074,330.87
B.2. LUMP SUM PAYMENT	106	\$2,372,822.80
B.3. COMPENSATORY DAMAGES	81	\$2,846,228.18
B.4. ATTORNEY FEES AND COSTS	82	\$1,988,220.87
D. INTENTIONALLY LEFT BLANK		
B.5. OTHER MONETARY BENEFITS	3	\$11,143.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	222	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
F.1. HIRES	8	4
F.2. PROMOTIONS	7	2
F.3. EXPUNGEMENTS	13	3
F.4. REASSIGNMENTS	29	14
F.5. REMOVALS RESCINDED	21	8
F.6. ACCOMMODATIONS	7	4
F.7. TRAINING	35	9
F.8. APOLOGY	26	2 10
F.9. DISCIPLINARY ACTIONS F.9.a. RESCINDED	13	9
	13	1
F.9.b. MODIFIED F.10. PERFORMANCE EVALUATION MODIFIED	15	3
F.11. LEAVE RESTORED	36	11
F.12. NEUTRAL REFERENCE	9	4
F.13.	26	22
1.15.	20	12

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2024

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET#
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	1750	696023	397.72742		
A.I. COMPLAINTS PENDING WRITTEN NOTIFICATION	16	1212	75.75	336	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	338	32200	95.266272	2925	
A.2. COMPLAINTS PENDING IN INVESTIGATION	684	200275	292.79970	1068	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	193	67418	349.3160€	3506	
A.3. COMPLAINTS PENDING IN HEARINGS	524	301902	576.14885	1903	570-2023-00094X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	188	160434	853.37234	3951	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED				
	TOTAL	TOTAL DAYS	AVERAGE	
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	848	298196	351.65	
AGENCY INVESTIGATIONS				
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	20	3718	185.90	
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	12	1322	110.17	
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	7	2010	287.14	
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	6	1828	304.67	
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	1	182	182.00	
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	386	386.00	
A.2. AGENCY INVESTIGATION COSTS	\$97,393.77		\$4,869.69	
CONTRACT INVESTIGATIONS				
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	828	294568	355.76	

REPORTING PERIOD: FY 2024

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES INFORMAL PHASE PRE-COMPLAINT

A. INTENIONALLY LEFT BLANK				
	COUNSELING	INDIVIDUALS		
B.I. ADR OFFERED BY AGENCY	1,959	1,879		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	582	563		
B.3. INTENIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1,377	1,336		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	817	800		
C.1. INHOUSE	290	280		
C.2. EXTERNAL	527	521		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.I. TOTAL CLOSED	1,377	1,336	81,411	59.12
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	165	162	10,054	60.93
E.1.b. NO FORMAL COMPLAINT FILED	506	502	27,187	53.73
E.1.c COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	428	423	24,576	57.42
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	251	248	18,054	71.93
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	27	27	1,540	57.04

REPORTING PERIOD: FY 2024

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)	S			
	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	490	451		
B.2. REJECTED BY COMPLAINANT	338	307		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	152	149		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	68	66		
C.1. INHOUSE	29	28		
C.2. EXTERNAL	39	38		
C 4 MH TIDLE DESCUDEES USED (Bloos grapify in a comment hou)	0	0	+	
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	U	U		
			•	
			†	
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
	COMPLETE VID	COMPLETE	D.110	TVEREIGE BITTO
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	152	149	12133	79.82
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	32	32	2380	74.38
E.1.b. WITHDRAWAL FROM EEO PROCESS	9	9	563	62.56
E.1.c. NO RESOLUTION	60	58	4128	68.80
E.1.d. NO ADR ATTEMPT	52	48	5062	97.35
2. INTENTIONALLY LEFT BLANK		T		1
F. BENEFITS RECEIVED	COMPLAINTS			4
F.1. MONETARY (INSERT TOTALS) F.1.a. COMPENSATORY DAMAGES	24	19	\$573,964.40 \$57,500.00	-
F.1.b. BACKPAY/FRONTPAY	2	2	\$165,364.40	1
F.I.e. LUMP SUM	14	14	\$320,500.00	1
F.I.d. ATTORNEY FEES AND COSTS	3	3	\$28,100.00	1
File.	1	1	\$2,500.00	
F.I.e. OTHER MONETARY BENEFITS	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	27	27	44444	_
F.2.a. HIRES	0	0	1	
F.2.b. PROMOTIONS	2	2		
F.2.c. EXPUNGEMENTS	0	0		
F.2.d. REASSIGNMENTS	8	8	-	
F.2.e. REMOVALS RESCINDED	2	2		
			-	
FAS ACCOMPANY TONIS	0		-	
F.2.f. ACCOMMODATIONS	3	3		
F.2.g. TRAINING F.2.h. APOLOGY	0	0	1	
F.2.i. DISCIPLINARY ACTIONS	4	4	1	
F.Z.i. DISCIPLINARY ACTIONS F.Z.i.i. RESCINDED	4	4		
F.2.II. RESURVED F.2.III. MODIFIED	0	0	1	
F.2.; PERORMANCE EVALUATION MODIFIED	3	3		
F.2.L LEAVERESTORED F.2.L LEAVERESTORED	7	7		
F.2.I. REVURAL REFERENCE	1	1		
F.2.m.	4	4		
	7	7		
F.2.m. OTHER NON-MONETARY BENEFITS	/	,		

REPORTING PERIOD: FY 2024

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	226333
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	18
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	11
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	1
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	3
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	3
	AMOUNT
D. EEO ADR FUNDING SPENT	\$2,517,209.00

E. EEO ADR VVVCONTACT INFORMATION

 E.4. EMAIL
 nicole.swann@hq.dhs.gov

 E.3. TELEPHONE NUMBER
 (202) 357-1252

 E.2. TITLE
 Director, ADR

 E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER
 Nicole Swann

F. EEO ADR PROGRAM INFORMATION	YES	NO
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		Х
F.1a. If yes, is there a written policy requiring the participation?	Х	
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2023 through September 30, 2024 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:
TITLE OF CERTIFYING OFFICIAL:
Deputy Officer, CRCL/Director for EEO & Diversity

(202) 357-1270
veronica.venture@hq.dhs.gov

SIGNATURE OF CERTIFYING OFFICIAL:
anter PIN to serve as your electronic signature)
DATE:

22-10-2024

NAME OF PREPARER:
TITLE OF PREPARER:
TITLE OF PREPARER:
TELEPHONE NUMBER:
E-MAIL:

DATE:

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

Form 462 Comments

Part Name COMMENT (expression left | evaluation symbol | expression_right | value1 | value2 | comment)

Part XI