

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 I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
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TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
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	1,589	1,541
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
D. PRE-COMPLAINT ACTIVITIES	COUNSELING	INDIVIDUALS
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

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	3	3	\$158,019.63
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/ MONETARY BENEFITS	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	8	7
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 REMOVALS RESCINDED	1	1
F.6. ACCOMMODATIONS	1	1
F.7. TRAINING	3	3
F.8. APOLOGY	2	2
F.9. DISCIPLINARY ACTIONS	1	1
F.9.a. RESCINDED	1	1
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	1
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.13. OTHER NON-ADR SETTLEMENTS W/NON-MONETARY BENEFITS	3	3

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	32	31	\$213,512.46
G.1. COMPENSATORY DAMAGES	6	6	\$52,932.67
G.2. BACKPAY/FRONTPAY	2	2	\$8,021.00
G.3. LUMP SUM PAYMENT	13	12	\$95,192.46
G.4. ATTORNEY FEES AND COSTS	6	6	\$46,765.33
G.5.	4	4	\$4,001.00
G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS	3	3	\$6,600.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	157	155
H.1. HIRES	0	0
H.2. PROMOTIONS	4	4
H.3. EXPUNGEMENTS	10	10
H.4. REASSIGNMENTS	37	37
H.5. REMOVALS RESCINDED	17	17
H.6. ACCOMMODATIONS	8	8
H.7. TRAINING	23	23
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	13	13
H.9.a. RESCINDED	11	11
H.9.b. MODIFIED	2	2
H.10. PERFORMANCE EVALUATION MODIFIED	9	9
H.11. LEAVE RESTORED	19	19
H.12. NEUTRAL REFERENCE	5	5
H.13.	20	20
H.13. OTHER ADR SETTLEMENTS W/NON-MONETARY BENEFITS	56	56

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	10	9

PART II - FORMAL COMPLAINT ACTIVITIES

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

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

	AGENCY		CONTRACT	
	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				
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				
A.3.a. FULL-TIME	23		227	
A.3.b. PART-TIME	23	100.00	106	46.70
A.3.c. COLLATERAL DUTY	0	0.00	121	53.31
A.3.c. COLLATERAL DUTY	0	0.00	0	0.00
A.4. COUNSELOR/INVESTIGATOR				
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

	COUNSELORS		INVESTIGATORS		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. REPORTING LINE

1. Veronica Venture			
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
			N
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		
PERSON	Shoba Sivaprasad Wadhia		
TITLE	CRCL Officer		
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?		
PERSON	Veronica Venture		
TITLE	Director, EEO and Diversity Programs		
4.			
PERSON	Shoba Sivaprasad Wadhia		
TITLE	CRCL Officer		

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
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

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
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			

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	9	8	1	0	6	6			20	13	16	1	129	49	49
C. AWARDS	2	4	0	0	2	3			8	1	2	0	44	18	18
E. DISCIPLINARY ACTION	19	53	6	1	19	16			63	42	59	0	541	209	204
E.1. DEMOTION	0	3	0	1	1	0			4	4	5	0	27	14	14
E.3. SUSPENSION	4	13	2	0	6	3			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
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
I. HARASSMENT	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						57	85	1	213	110	108
P. RELIGIOUS ACCOMMODATION													20	18	18
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	2	4	0	0	4	0			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

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
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			

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

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTELEMENTS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
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.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

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

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						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
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
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						

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	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
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
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
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									5	4	4	25	18	18
J. MEDICAL EXAMINATION	1	0	0	0	0	0			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. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	2	0	0	1	0			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

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1. COUNSELING SETTLEMENT ALLEGATIONS	22	57	14	2	20	15	0	0	60	50	71	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	18	38	8	2	14	9	0	0	41	28	42	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	17	38	8	2	13	9	0	0	40	28	41	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	50	171	13	8	49	50	0	1	123	89	192	8						
2.2A. NUMBER OF COMPLAINTS SETTLED	21	72	6	5	23	24	0	1	63	49	86	3						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	21	68	6	5	22	22	0	1	59	48	86	3						

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 D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS 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	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
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									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
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

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 D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						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	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
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								

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 D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE 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	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	1	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	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			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	0
E.4. REMOVAL	0	0	0	0	0	0			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
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						4	6	0	8	4	3	4	3	5	3	3
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										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

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 D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE 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
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1. Final Agency Decision Findings	0	3	0	0	1	0	0	0	5	5	10	0								
1.1a. Number FADs with Findings	0	2	0	0	1	0	0	0	4	3	7	0								
1.1b. Number Complainants Issued FAD Findings	0	2	0	0	1	0	0	0	4	3	6	0								
2. AJ Decision Findings	1	4	0	0	1	2	0	0	4	5	6	0								
2.2a. Number AJ Decisions With Findings	1	2	0	0	1	2	0	0	4	3	5	0								
3. Final Agency Order Findings Implemented	1	4	0	0	1	1	0	0	3	5	6	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	1	2	0	0	1	1	0	0	3	3	5	0								
3.3b. # of Complainants issued FOs with Findings Implemented	1	2	0	0	1	1	0	0	3	3	5	0								

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 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. (A1+A1a+A2+A3+A4+A5)

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

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 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
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	8	1,416	177.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	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		
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	1	2
F.9. DISCIPLINARY ACTIONS	26	10
F.9.a. RESCINDED	13	9
F.9.b. MODIFIED	13	1
F.10. PERFORMANCE EVALUATION MODIFIED	15	3
F.11. LEAVE RESTORED	36	11
F.12. NEUTRAL REFERENCE	9	4
F.13.	26	22
F.13. OTHER NON-MONETARY BENEFITS	36	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.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	16	1212	75.75	336	
A.1.a. 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	349.31600	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
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	348	47757	137.23
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	198	51441	259.80
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	143	36250	253.50
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	55	15191	276.20
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	282	195370	692.80
A.4. CONTRACTOR INVESTIGATION COSTS	\$3,824,180.74		\$4,618.58

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 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?		X
F.1a. If yes, is there a written policy requiring the participation?	X	
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: Veronica Venture
 TITLE OF CERTIFYING OFFICIAL: Deputy Officer, CRCL/Director for EEO & Diversity
 TELEPHONE NUMBER: (202) 357-1270
 E-MAIL: veronica.venture@hq.dhs.gov
 SIGNATURE OF CERTIFYING OFFICIAL: _____
 (Enter PIN to serve as your electronic signature)
 DATE: 22-10-2024

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

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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Form 462 Comments

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

Part XI

HSBD - E1d -- No ADR Attempt - Average Days | between | 0 and 100 | 233.37999999999995 | 100 | Scheduling challenges