

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

IHS (and below)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	131	113	123	127	88	72
Number of Complainants	127	113	123	127	88	71
Repeat Filers	4	0	0	0	0	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	56	49	58	60	45	35
Color	12	22	24	22	14	13
Religion	6	9	7	13	8	6
Reprisal	69	49	54	64	46	32
Sex	47	51	59	63	43	43
PDA	2	0	0	0	0	0
National Origin	28	20	28	21	15	18

Equal Pay Act	8	1	7	6	6	6
Age	40	35	39	39	38	27
Disability	28	29	34	34	27	18
Genetics	1	1	0	0	0	0
Non-EEO	8	4	7	8	6	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	8	12	4	9	10	4
Assignment of Duties	8	11	25	15	17	7
Awards	3	3	1	5	3	1
Conversion to Full Time/Perm Status	0	0	0	0	1	0
Disciplinary Action						
Demotion	2	2	1	0	4	2
Reprimand	9	6	7	6	6	4
Suspension	4	3	7	2	3	1
Removal	3	2	3	4	3	3
Other	1	2	1	2	1	0
Duty Hours	2	2	10	12	7	3
Perf. Eval./ Appraisal	15	15	18	15	11	13
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	73	56	69	75	41	42
Sexual	8	6	6	9	5	5

Medical Examination	0	1	0	1	0	1
Pay including overtime	1	1	12	10	5	3
Promotion/Non-Selection	8	4	12	16	12	11
Reassignment						
Denied	5	2	4	5	1	1
Directed	1	1	5	5	2	0
Reasonable Accommodation Disability	8	6	15	14	12	4
Reinstatement	0	0	0	1	1	0
Religious Accommodation	0	0	0	1	0	0
Retirement	2	0	0	1	2	3
Sex-Stereotyping	1	0	0	0	0	1
Telework	1	1	2	0	0	0
Termination	24	16	16	17	12	9
Terms/Conditions of Employment	9	10	11	4	9	8
Time and Attendance	13	5	17	7	6	4
Training	8	7	9	8	11	3
Other						
User Defined - Other 1	3	2	1	1	1	0
User Defined - Other 2	2	0	0	0	1	0
User Defined - Other 3	1	0	0	0	1	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	236.94	214.56	188.52	227.05	243.93	209.68
Average number of days in final action	175.68	89.29	101.74	137.83	130.55	148.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	212.83	227.78	201.63	251.34	243.04	211.19
Average number of days in final action	173.00	95.71	72.09	110.44	273.33	95.25
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	279.03	203.64	180.81	198.38	246.96	202.74
Average number of days in final action	169.50	86.88	125.93	160.57	114.85	169.10
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	28	25	18	3	3	3
Average days pending prior to dismissal	80	102	75	51	79	317
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	8	16	3	6	7	7

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru09- 30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		3		2		0	
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	1	50	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	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												
Non-Sexual	0	0	0	0	1	100	3	100	0	0	0	0
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	1	50	0	0
Promotion/Non-Selection	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 - User Define												
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		1		3		2		0	
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	1	50	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	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												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	72	93	89	93	119	157
Total Complainants	70	89	88	93	119	157
Number complaints pending						
Investigation	5	2	7	8	7	17
ROI issued, pending Complainant's action	1	1	0	1	1	0
Hearing	56	72	65	76	91	89
Final Agency Action	2	14	12	8	13	42
Appeal with EEOC Office of Federal Operations	13	33	42	49	52	55
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	7	4	10	20	10	33