

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

IHS (and below)

For 3rd Quarter 2021 for period ending June 30, 2021

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------------------------|
| | Previous Fiscal Year Data | | | | | 2021 Thru 30-Jun |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Number of Complaints Filed | 114 | 123 | 128 | 89 | 74 | 32 |
| Number of Complainants | 114 | 123 | 128 | 89 | 73 | 32 |
| Repeat Filers | 0 | 0 | 0 | 0 | 1 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2021 Thru 30-Jun |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 49 | 60 | 63 | 45 | 36 | 21 |
| Color | 22 | 25 | 24 | 15 | 14 | 8 |
| Religion | 9 | 7 | 13 | 8 | 6 | 6 |
| Reprisal | 50 | 56 | 64 | 46 | 32 | 17 |
| Sex | 51 | 60 | 64 | 45 | 45 | 14 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 20 | 28 | 23 | 15 | 18 | 11 |
| Equal Pay Act | 1 | 8 | 6 | 6 | 7 | 1 |
| Age | 35 | 40 | 39 | 39 | 28 | 12 |
| Disability | 29 | 34 | 34 | 27 | 18 | 11 |
| Genetics | 1 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 4 | 7 | 8 | 6 | 3 | 3 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2021 Thru 30-Jun |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Appointment/Hire | 12 | 5 | 9 | 10 | 4 | 3 |
| Assignment of Duties | 11 | 25 | 16 | 17 | 7 | 6 |
| Awards | 3 | 2 | 5 | 3 | 1 | 0 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 1 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 2 | 1 | 0 | 4 | 2 | 0 |
| Reprimand | 7 | 7 | 6 | 6 | 4 | 3 |
| Suspension | 3 | 7 | 2 | 3 | 1 | 0 |
| Removal | 2 | 3 | 4 | 3 | 3 | 4 |
| Other | 2 | 1 | 2 | 0 | 0 | 0 |
| Duty Hours | 2 | 10 | 14 | 7 | 3 | 0 |
| Perf. Eval./ Appraisal | 15 | 19 | 16 | 11 | 13 | 7 |
| Examination/Test | 0 | 0 | 0 | 1 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 56 | 71 | 76 | 42 | 43 | 14 |
| Sexual | 6 | 6 | 10 | 5 | 5 | 0 |
| Medical Examination | 1 | 0 | 1 | 0 | 1 | 0 |
| Pay including overtime | 1 | 12 | 10 | 5 | 3 | 2 |
| Promotion/Non-Selection | 4 | 12 | 16 | 12 | 13 | 5 |
| Reassignment | | | | | | |
| Denied | 2 | 4 | 5 | 1 | 1 | 1 |
| Directed | 1 | 5 | 5 | 2 | 0 | 3 |
| Reasonable Accommodation Disability | 7 | 15 | 14 | 11 | 4 | 6 |
| Reinstatement | 0 | 0 | 1 | 1 | 0 | 2 |
| Religious Accommodation | 0 | 0 | 1 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 1 | 2 | 3 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 1 | 0 |
| Telework | 1 | 2 | 1 | 0 | 0 | 0 |
| Termination | 16 | 16 | 18 | 13 | 9 | 5 |
| Terms/Conditions of Employment | 11 | 11 | 4 | 10 | 7 | 0 |
| Time and Attendance | 6 | 18 | 9 | 6 | 4 | 2 |
| Training | 7 | 9 | 9 | 11 | 3 | 3 |
| Other | | | | | | |
| User Defined - Other 1 | 2 | 1 | 1 | 0 | 0 | 0 |
| User Defined - Other 2 | 0 | 0 | 0 | 1 | 0 | 0 |

| | | | | | | | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|---------------------------------|----------|----|----------|---|----------|---|
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - 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 | 1 | | 1 | | 4 | | 2 | | 0 | | 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 | 1 | 50 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 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 | 1 | 100 | 1 | 100 | 4 | 100 | 0 | 0 | 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 | 1 | 50 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 0 | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - 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 |
| | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2021 Thru 30-Jun | | | | | | |
| Pending Complaints Filed in Previous Fiscal Years by Status | 2016 | 2017 | 2018 | 2019 | 2020 | | | | | | | |
| Total complaints from previous Fiscal Years | 88 | 86 | 89 | 117 | 155 | 207 | | | | | | |
| Total Complainants | 84 | 85 | 89 | 117 | 155 | 206 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 2 | 7 | 8 | 7 | 17 | 42 | | | | | | |
| ROI issued, pending Complainant's action | 1 | 0 | 1 | 1 | 0 | 0 | | | | | | |
| Hearing | 71 | 66 | 74 | 89 | 89 | 91 | | | | | | |
| Final Agency Action | 10 | 10 | 9 | 13 | 40 | 61 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 37 | 43 | 50 | 53 | 55 | 57 | | | | | | |
| | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2021 Thru 30-Jun | | | | | | |
| Complaint Investigations | 2016 | 2017 | 2018 | 2019 | 2020 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 4 | 7 | 20 | 11 | 34 | 45 | | | | | | |