

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

## IHS (and below)

For 2nd Quarter 2021 for period ending March 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	113	123	127	88	73	18
Number of Complainants	113	123	127	88	72	18
Repeat Filers	0	0	0	0	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	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	58	60	45	35	11
Color	22	24	22	14	13	4
Religion	9	7	13	8	6	5
Reprisal	49	54	64	46	32	10
Sex	51	59	63	43	43	9
PDA	0	0	0	0	0	0
National Origin	20	28	21	15	18	5
Equal Pay Act	1	7	6	6	6	0

Age	35	39	39	38	27	9
Disability	29	34	34	27	18	4
Genetics	1	0	0	0	0	0
Non-EEO	4	7	8	6	3	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 Thru 03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Appointment/Hire	12	4	9	10	4	1
Assignment of Duties	11	25	15	17	7	4
Awards	3	1	5	3	1	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
<b>Disciplinary Action</b>						
Demotion	2	1	0	4	2	0
Reprimand	6	7	6	6	4	1
Suspension	3	7	2	3	1	0
Removal	2	3	4	3	3	2
Other	2	1	2	1	0	0
Duty Hours	2	10	12	7	3	0
Perf. Eval./ Appraisal	15	18	15	11	13	2
Examination/Test	0	0	0	1	0	0
<b>Harassment</b>						
Non-Sexual	56	69	75	41	42	9
Sexual	6	6	9	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	11	4
<b>Reassignment</b>						
Denied	2	4	5	1	1	0

Directed	1	5	5	2	0	2
Reasonable Accommodation Disability	6	15	14	12	4	1
Reinstatement	0	0	1	1	0	1
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	0	0	0	0
Termination	16	16	17	12	9	4
Terms/Conditions of Employment	10	11	4	9	8	0
Time and Attendance	5	17	7	6	4	2
Training	7	9	8	11	3	1
<b>Other</b>						
User Defined - Other 1	2	1	1	1	0	0
User Defined - Other 2	0	0	0	1	0	0
User Defined - Other 3	0	0	0	1	0	0
User Defined - Other 4	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Complaints pending during fiscal year						
Average number of days in investigation	214.56	188.52	227.05	243.93	209.68	207.53
Average number of days in final action	89.29	101.74	137.83	130.55	148.00	84.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	227.78	201.63	251.34	243.04	211.19	145.62
Average number of days in final action	95.71	72.09	110.44	273.33	95.25	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	203.64	180.81	198.38	246.96	202.74	278.29





Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021Thru03-31</b>	
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		1		3		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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
Non-Sexual	0	0	1	100	3	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	0	0	0	0	0	0	0	0
<b>Reassignment</b>												



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	0	0	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	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - 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
<b>Findings Without Hearing</b>	0		1		3		2		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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2021Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Total complaints from previous Fiscal Years	93	89	93	119	157	210						
Total Complainants	89	88	93	119	157	209						
<b>Number complaints pending</b>												
Investigation	2	7	8	7	17	40						
ROI issued, pending Complainant's action	1	0	1	1	0	0						
Hearing	72	65	76	91	89	94						
Final Agency Action	14	12	8	13	42	60						
Appeal with EEOC Office of Federal Operations	33	42	49	52	55	57						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2021Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	4	10	20	10	33	41						