

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: IHS (and below)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 31-Dec
	2017	2018	2019	2020	2021	
Number of Complaints Filed	123	128	89	75	50	11
Number of Complainants	123	128	89	74	50	11
Repeat Filers	0	0	0	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 31-Dec
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	60	63	45	38	34	7
Color	25	24	15	14	13	2
Religion	7	13	8	6	8	1
Reprisal	56	64	46	32	22	2
Sex	60	64	45	46	28	2
PDA	0	0	0	0	0	0
National Origin	28	23	15	19	19	2
Equal Pay Act	8	6	6	7	2	2
Age	40	39	39	28	19	6
Disability	34	34	27	19	17	3
Genetics	0	0	0	0	0	0
Non-EEO	7	8	6	3	2	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 31-Dec
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	5	9	10	4	4	4
Assignment of Duties	25	16	17	9	8	3

Awards	2	5	3	1	0	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	4	2	0	0
Reprimand	7	6	6	4	6	1
Suspension	7	2	3	1	2	1
Removal	3	4	3	3	4	0
Other	1	2	0	0	0	0
Duty Hours	10	14	7	3	0	1
Perf. Eval./ Appraisal	19	16	11	14	9	1
Examination/Test	0	0	1	0	0	0
<b>Harassment</b>						
Non-Sexual	71	76	42	44	25	4
Sexual	6	10	5	5	2	0
Medical Examination	0	1	0	1	0	0
Pay including overtime	12	10	5	4	4	0
Promotion/Non-Selection	12	16	12	13	6	2
<b>Reassignment</b>						
Denied	4	5	1	1	1	0
Directed	5	5	2	0	4	0
Reasonable Accommodation Disability	15	14	11	5	9	1
Reinstatement	0	1	1	0	2	0
Religious Accommodation	0	1	0	0	0	0
Retirement	0	1	2	3	0	0
Sex-Stereotyping	0	0	0	1	0	0
Telework	2	1	0	0	1	1
Termination	16	18	13	9	10	3
Terms/Conditions of Employment	11	4	10	8	1	1
Time and Attendance	18	9	6	5	2	0
Training	9	9	11	4	3	2
<b>Other</b>						
User Defined - Other 1	1	1	0	0	0	0
User Defined - Other 2	0	0	1	0	0	0
User Defined - Other 3	0	0	1	0	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>2022 Thru</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>31-Dec</b>
Complaints pending during fiscal year						
Average number of days in investigation	188.91	227.05	243.93	209.28	251.13	296.83
Average number of days in final action	103.05	132.33	133.57	158.18	101.6	157
Complaint pending during fiscal year where hearing was requested						









Sex-Stereotyping	0	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	0
Termination	0	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	0
Time and Attendance	0	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	0
Other - User Define													
User Defined - Other 1	0	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	0
User Defined - Other 3	0	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	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2022 Thru 31-Dec</b>						
	<b>Previous Fiscal Year Data</b>												
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>								
Total complaints from previous Fiscal Years	86	89	117	150	191	226							
Total Complainants	85	89	117	150	190	225							
<b>Number complaints pending</b>													
Investigation	7	8	7	17	35	62							
ROI issued, pending Complainant's action	0	1	1	0	1	3							
Hearing	66	74	89	86	84	77							
Final Agency Action	10	9	13	39	57	63							
Appeal with EEOC Office of Federal Operations	43	50	53	56	61	62							
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2022 Thru 31-Dec</b>						
	<b>Previous Fiscal Year Data</b>												
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>								
Pending Complaints Where Investigations Exceed Required Time Frames	7	20	11	33	49	50							