

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

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Sep
	2016	2017	2018	2019	2020	
Number of Complaints Filed	114	123	128	89	75	44
Number of Complainants	114	123	128	89	74	44
Repeat Filers	0	0	0	0	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Sep
	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	37	30
Color	22	25	24	15	14	12
Religion	9	7	13	8	6	8
Reprisal	50	56	64	46	32	20
Sex	51	60	64	45	46	24
PDA	0	0	0	0	0	0
National Origin	20	28	23	15	19	18
Equal Pay Act	1	8	6	6	7	2
Age	35	40	39	39	28	18
Disability	29	34	34	27	18	16
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-Sep
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	12	5	9	10	4	4
Assignment of Duties	11	25	16	17	8	8
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	5
Suspension	3	7	2	3	1	2
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	9
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	56	71	76	42	44	20
Sexual	6	6	10	5	5	2
Medical Examination	1	0	1	0	1	0
Pay including overtime	1	12	10	5	3	4
Promotion/Non-Selection	4	12	16	12	13	6
Reassignment						
Denied	2	4	5	1	1	1
Directed	1	5	5	2	0	4
Reasonable Accommodation Disability	7	15	14	11	4	8
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	1
Termination	16	16	18	13	9	8
Terms/Conditions of Employment	11	11	4	10	8	1
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
User Defined - Other 3	0	0	0	1	0	0

User Defined - Other 4	0	0	0	0	0	0							
Processing Time	Comparative Data												
	Previous Fiscal Year Data										2021 Thru		
	2016	2017	2018	2019	2020	30-Sep							
Complaints pending during fiscal year													
Average number of days in investigation	214.56	188.91	227	244	209	235.82							
Average number of days in final action	92.05	103.05	132	134	158	101.6							
Complaint pending during fiscal year where hearing was requested													
Average number of days in investigation	227.78	201.37	252	243	210	204.73							
Average number of days in final action	98	79.25	110	273	148	84.75							
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation	203.64	181	195	247	203	266.91							
Average number of days in final action	90	125.93	151	115	163	0							
Complaints Dismissed by Agency	Comparative Data												
	Previous Fiscal Year Data										2021 Thru		
	2016	2017	2018	2019	2020	30-Sep							
Total Complaints Dismissed by Agency	27	18	3	5	3	2							
Average days pending prior to dismissal	101	75	51	62	317	546							
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants	17	3	7	7	8	2							
Total Final Agency Actions Finding Discrimination	Comparative Data												
	Previous Fiscal Year Data										2021 Thru		
	2016		2017		2018		2019		2020		30-Sep		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		1		4		2		1		0		
Without Hearing	1	100	1	100	4	100	2	100	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	1	100	0	0	

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Sep
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	88	86	89	117	150	191
Total Complainants	84	85	89	117	150	190
Number complaints pending						
Investigation	2	7	8	7	17	36
ROI issued, pending Complainant's action	1	0	1	1	0	1
Hearing	71	66	74	89	86	83
Final Agency Action	10	10	9	13	39	57
Appeal with EEOC Office of Federal Operations	37	43	50	53	56	60
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Sep
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	4	7	20	11	33	47