

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

## IHS (and below)

For 4th Quarter 2023 for period ending September 30, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	127	88	73	44	71	82
Number of Complainants	127	88	72	44	71	82
Repeat Filers	0	0	1	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	60	45	35	30	32	42
Color	22	14	13	12	14	20
Religion	13	8	6	8	11	14
Reprisal	64	46	32	20	39	40
Sex	63	43	43	24	27	37
PDA	0	0	0	0	1	1

National Origin	21	15	18	18	16	11
Equal Pay Act	6	6	6	2	9	7
Age	39	38	27	18	26	27
Disability	34	27	18	16	23	23
Genetics	0	0	0	0	0	0
Non-EEO	8	6	3	3	4	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 09-30</b>
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	9	10	4	4	11	12
Assignment of Duties*	15	17	7	8	0	0
Awards	5	3	1	0	5	3
Conversion to Full Time/Perm Status*	0	1	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	4	2	0	2	0
Reprimand**	6	6	4	5	0	0
Suspension	2	3	1	2	3	1
Removal	4	3	3	4	6	2
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	2	1	0	0	12	6
Other 2**	0	0	0	0	0	0

Duty Hours*	12	7	3	0	0	0
Perf. Eval./ Appraisal	15	11	13	9	7	13
Examination/Test	0	1	0	0	1	0
<b>Harassment</b>						
Non-Sexual	75	41	42	20	32	35
Sexual	9	5	5	2	2	2
Medical Examination	1	0	1	0	3	6
Pay including overtime	10	5	3	4	8	8
Promotion/Non-Selection	16	12	11	6	7	8
<b>Reassignment</b>						
Denied	5	1	1	1	2	2
Directed	5	2	0	4	4	1
Reasonable Accommodation Disability	14	12	4	8	8	8
Reinstatement*	1	1	0	2	0	0
Religious Accommodation	1	0	0	0	2	0
Retirement*	1	2	3	0	0	0
Sex-Stereotyping	0	0	1	0	0	0
Telework	0	0	0	1	2	1
Termination	17	12	9	8	9	11
Terms/Conditions of Employment*	4	9	8	1	0	0
Time and Attendance	7	6	4	2	9	10
Training	8	11	3	3	7	1
Other Terms/Conditions of Employment*	0	0	0	0	27	20
User Defined - Other 1*	1	1	0	0	0	0
User Defined - Other 2*	0	1	0	0	0	0

User Defined - Other 3*	0	1	0	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>2023Thru09-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Complaints pending during fiscal year						
Average number of days in investigation	227.05	243.93	209.68	235.82	379.56	328.82
Average number of days in final action	137.83	130.55	148.00	127.00	213.38	306.46
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	251.34	243.04	211.19	204.73	401.84	382.71
Average number of days in final action	110.44	273.33	95.25	113.00	247.82	304.72
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	198.38	246.96	202.74	266.91	368.74	298.63
Average number of days in final action	160.57	114.85	169.10	0	192.95	294.40
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru09-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total Complaints Dismissed by Agency	3	3	3	2	2	8
Average days pending prior to dismissal	51	79	317	546	244	95
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	6	7	7	2	9	6





Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
---------	---	---	---	---	---	---	---	---	---	---	---	---

**Starting in FY2022, issues marked with:\* are reported under Other Terms / Conditions of Employment.\*\* are reported under Other Disciplinary Actions.**

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023Thru09-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		2		0		0		0		1	
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	1	50	0	0	0	0	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 Disciplinary Actions**	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	3	100	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	1	50	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>2023Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total complaints from previous Fiscal Years	93	119	157	193	144	81						
Total Complainants	93	119	157	192	144	81						
<b>Number complaints pending</b>												
Investigation	8	7	17	37	18	7						
ROI issued, pending Complainant's action	1	1	0	1	4	1						
Hearing	76	91	89	83	62	22						
Final Agency Action	8	13	42	59	51	55						
Appeal with EEOC Office of Federal Operations	49	52	55	60	64	69						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2023Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	20	10	33	48	28	7						