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

## IHS (and below)

For 2nd Quarter 2024 for period ending March 31, 2024

Comparative Data

			C	ompai	auve	Jata	
Complaint Activity	Pr	evious	Fiscal	Year	Data	1	024Th02 21
	2019	2020	2021	202	2 202		024Thru03-31
Number of Complaints Filed	89	77	52	73	83	3	33
Number of Complainants	89	76	52	73	83	3	33
Repeat Filers	0	1	0	0	0		0
Compleints by Davis				Com	parati	ve Da	ta
Complaints by Basis		Pre	vious l	Fiscal `	Year I	)ata	
Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total complaints filed.	ı of	2019	2020	2021	2022	2023	2024Thru03- 31
Race		45	39	35	33	42	18
Color		15	14	14	15	20	6
Religion		8	6	10	11	15	4
Reprisal		46	33	22	39	40	18
Sex		45	49	30	27	37	21
PDA		0	0	0	1	1	0
National Origin		15	19	20	16	11	8
Equal Pay Act		6	7	3	9	7	5

Age	39	29	21	28	27	10
Disability	27	20	18	24	23	8
Genetics	0	0	0	0	0	1
Non-EEO	6	3	2	4	2	3
Complaints by Issue			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal	Year I	Data	
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.	2019	2020	2021	2022	2023	2024Thru03- 31
Appointment/Hire	10	4	4	11	12	4
Assignment of Duties*	0	0	0	0	0	0
Awards	3	1	1	5	3	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	2	0	2	0	0
Reprimand**	0	0	0	0	0	0
Suspension	3	1	3	3	1	0
Removal	3	4	4	6	2	1
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	6	5	7	12	7	6
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	11	14	9	7	13	6
Examination/Test	1	0	0	1	0	0
Harassment						
Non-Sexual	42	45	25	34	35	19
Sexual	5	6	2	2	2	2

Medical Examination		0	1	1	3	7	1
Pay including overtime		5	4	4	8	8	2
Promotion/Non-Selection		12	13	6	7	8	1
Reassignment					-	-	
Denied		1	1	1	2	2	1
Directed		2	1	4	4	1	0
Reasonable Accommodation I	Disability	/ 11	6	9	8	8	2
Reinstatement*		0	0	0	0	0	0
Religious Accommodation		0	0	0	2	0	0
Retirement*		0	0	0	0	0	0
Sex-Stereotyping		0	1	0	0	0	0
Telework		0	0	1	2	1	0
Termination		13	9	11	9	11	3
Terms/Conditions of Employn	nent*	0	0	0	0	0	0
Time and Attendance		6	5	2	10	) 10	3
Training		11	4	3	7	1	3
Other Terms/Conditions of Employment*		24	20	10	29	9 20	10
User Defined - Other 1*		0	0	0	0	0	0
User Defined - Other 2*		0	0	0	0	0	0
User Defined - Other 3*		0	0	0	0	0	0
User Defined - Other 4*		0	0	0	0	0	0
			Com	para	tive	Data	
<b>Processing Time</b>	P	revious	Fiscal '	Year	Dat	a	2024Thru03-
	2019	2020	2021	202	22	2023	31
Complaints pending during fis	cal year						
Average number of days in investigation	243.93	209.32	263.32	375	.35	328.82	270.74
Average number of days in final action	133.57	149.72	114.82	202	.02	302.83	252.78
Complaint pending during fisc	al year v	where he	aring w	as req	ues	ted	1

Average number of days in investigation	243.	.04	211	1.1:	5 24	0.1	5 3	85	.15	38	2.71	2	228.33
Average number of days in final action	273.	.33	124	1.00	0 43	3.3	3 2	21	.74	30	4.72		116.50
Complaint pending during fisc	al ye	ar	wher	e l	earin	ıg v	was	not	req	ues	sted		
Average number of days in investigation	246.	.96	206	5.39	9 28	8.4	12 3	73	.79	29	8.63	2	292.87
Average number of days in final action	114.	.85	162	2.5	8 70	4.0	00 1	91	.10	28	8.32	2	207.95
							Co	mp	ara	tiv	e Dat	a	
Complaints Dismissed by A	geno	ey.	P	re	vious	Fi	iscal	Y	ear ]	Da	ta	2024	Thru03-
			20	19	2020	0 2	2021	2	022	2	023		31
Total Complaints Dismissed by Agency	y		5	i	3		5		2		8		3
Average days pending prior to dismissal			62	2	317	7 61		244		95		185	
Compla	ints	Wi	thdr	aw	n by	C	omp	lai	nan	ts			
Total Complaints Withdrawn b Complainants	ру		9	)	8		4		9		6		5
			Comparative Data										
Total Final Agency Actions	s		Pre	evi	ous F	isc	al Y	zea	r Da	ata		2024	4Thru03-
Finding Discrimination		20	19	2	020	20	021	20	)22	2	023		31
	Ī	#	<b>%</b>	#	%	#	%	#	<b>%</b>	#	%	#	%
Total Number Findings		2		1		0		0		1		2	
Without Hearing	Ì	2	100	0	0	0	0	0	0	0	0	2	100
With Hearing		0	0	1	100	0	0	0	0	1	100	0	0
Findings of Discrimination	n					(	Com	pai	rativ	ve l	Data	-	
Rendered by Basis		Previous Fiscal Year Data 2024Thru03-										4Thru03-	
Note: Complaints can be filed		2	019	2	2020	2	2021	2	022	2	2023		31
alleging multiple bases. The su of the bases may not equal tot complaints and findings.		# % #		%	#	%	#	%	#	%	#	%	
Total Number Findings		2		1		0		0		1		2	

Race	1	50	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	1	100	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	1	50	0	0	0	0	0	0	1	100	2	100
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
indings After Hearing	0		1		0		0		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	0	0	0	0	0	0	0	0	1	100	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
: 1: W:4b4 H:											^	
indings Without Hearing	2		0		0		0		0		2	
Race	1	50	0	0	0	0	0	0	0	0	0	0

Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	50	0	0	0	0	0	0	0	0	2	100
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

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

					(	Com	pa	rati	ve	Data		
Findings of Discrimination		Pı	ev	ious	Fis	cal \	Yea	ar D	ata	a	2024	Thru03-
Rendered by Issue	20	019	2	020	20	)21	20	)22	2	023		31
	#	%	#	%	#	%	#	<b>%</b>	#	<b>%</b>	#	%
<b>Total Number Findings</b>	2		1		0		0		1		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
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	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**	1	50	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	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	1	50	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	1	100	0	0
Reasonable Accommodation Disability	1	50	0	0	0	0	0	0	0	0	1	100
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	1	100
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 Terms/Conditions of Employment*	0	0	1	100	0	0	0	0	0	0	0	0
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 After Hearing	0		1		0		0		1		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	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
Harassment											ı	
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		ı				ı					ı	ı
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	100	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 Terms/Conditions of Employment*	0	0	1	100	0	0	0	0	0	0	0	0
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
											1	1
Findings Without Hearing	2		0		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
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	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**	1	50	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	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	1	50	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	1	50	0	0	0	0	0	0	0	0	1	100
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	1	100
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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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
						Co	mı	nare	ıtiv	e Da	ta	

			Com	parati	ive Dat	ta
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious l	Fiscal	Year I	)ata	2024Thru03-
Trovious riseur rears by searcus	2019	2020	2021	2022	2023	31
Total complaints from previous Fiscal Years	112	134	153	124	80	104
Total Complainants	112	134	152	124	80	104
Number complaints pending						
Investigation	8	17	30	19	7	11
ROI issued, pending Complainant's action	1	0	1	4	1	3
Hearing	84	73	60	42	22	30
Final Agency Action	14	38	54	57	54	62

Appeal with EEOC Office of Federal Operations	53	56	60	66	69	75
	Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2024Thru03-
	2019	2020	2021	2022	2023	31
Pending Complaints Where Investigations Exceed Required Time Frames	11	32	45	27	8	6