

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

## IHS (and below)

For 1st Quarter 2024 for period ending December 31, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024Thru12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	89	77	52	73	83	15
Number of Complainants	89	76	52	73	83	15
Repeat Filers	0	1	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024Thru12-31
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	45	39	35	33	42	8
Color	15	14	14	15	20	3
Religion	8	6	10	11	15	2
Reprisal	46	33	22	39	40	6

Sex	45	49	30	27	37	9
PDA	0	0	0	1	1	0
National Origin	15	19	20	16	11	3
Equal Pay Act	6	7	3	9	7	3
Age	39	29	21	28	27	5
Disability	27	20	18	24	23	5
Genetics	0	0	0	0	0	1
Non-EEO	6	3	2	4	2	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024Thru12-31</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>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Appointment/Hire	10	4	4	11	12	3
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
<b>Disciplinary Action</b>						
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	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	6	5	7	12	6	3
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	11	14	9	7	13	3
Examination/Test	1	0	0	1	0	0
<b>Harassment</b>						
Non-Sexual	42	45	25	34	35	9
Sexual	5	6	2	2	2	0
Medical Examination	0	1	1	3	7	1
Pay including overtime	5	4	4	8	8	0
Promotion/Non-Selection	12	13	6	7	8	1
<b>Reassignment</b>						
Denied	1	1	1	2	2	1
Directed	2	1	4	4	1	0
Reasonable Accommodation 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	0
Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	6	5	2	10	10	2
Training	11	4	3	7	1	1
Other Terms/Conditions of Employment*	24	20	10	29	20	7
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024Thru12-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	243.93	209.32	263.32	375.35	328.82	350.50
Average number of days in final action	133.57	149.72	114.82	202.02	306.46	118.94
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	243.04	211.15	240.15	385.15	382.71	240.00

Average number of days in final action	273.33	124.00	43.33	221.74	304.72	44.00							
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation	246.96	206.39	288.42	373.79	298.63	387.33							
Average number of days in final action	114.85	162.58	704.00	191.10	294.40	100.46							
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>					<b>2024Thru12-31</b>							
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>								
Total Complaints Dismissed by Agency	5	3	5	2	8	1							
Average days pending prior to dismissal	62	317	613	244	95	52							
<b>Complaints Withdrawn by Complainants</b>													
Total Complaints Withdrawn by Complainants	9	8	4	9	6	4							
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2024Thru12-31</b>		
	<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>2022</b>		<b>2023</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	2	100	1	100	0	0	0	0	0	0	0	1	100
Without Hearing	2	100	0	0	0	0	0	0	0	0	0	1	100
With Hearing	0	0	1	100	0	0	0	0	1	100	0	0	0



















<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024Thru12-31</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Total complaints from previous Fiscal Years	112	134	153	124	81	120
Total Complainants	112	134	152	124	81	120
<b>Number complaints pending</b>						
Investigation	8	17	30	19	7	29
ROI issued, pending Complainant's action	1	0	1	4	1	1
Hearing	84	73	60	42	22	25
Final Agency Action	14	38	54	57	55	66
Appeal with EEOC Office of Federal Operations	53	56	60	66	69	71
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024Thru12-31</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	11	32	45	27	8	9