

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

## IHS (and below)

For 4th Quarter 2015 for period ending September 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	115	109	103	108	95	131
Number of Complainants	103	103	99	106	95	127
Repeat Filers	9	5	4	2	0	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	2015Thru09-30
Race	48	38	40	51	42	56
Color	10	12	16	15	5	12
Religion	10	11	9	6	3	6
Reprisal	63	53	62	74	49	69
Sex	49	46	51	49	39	47
PDA	0	0	1	1	1	2

National Origin	21	17	19	18	9	28
Equal Pay Act	2	0	2	5	6	8
Age	33	42	32	37	20	40
Disability	31	29	27	24	25	28
Genetics	0	0	0	1	0	1
Non-EEO	5	4	4	5	5	8
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Appointment/Hire	6	9	4	7	5	8
Assignment of Duties	15	14	20	15	17	8
Awards	1	3	1	2	2	3
Conversion to Full-time	1	0	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	2	1	2	2
Reprimand	10	8	9	8	6	9
Suspension	10	3	9	10	5	4
Removal	4	2	3	7	2	3
Other	4	0	3	7	5	1
Duty Hours	6	3	4	5	6	2
Evaluation Appraisal	14	8	13	20	8	15
Examination/Test	0	0	0	1	0	0
<b>Harassment</b>						
Non-Sexual	48	40	52	50	43	73

Sexual	9	7	2	14	3	8
Medical Examination	1	0	0	1	2	0
Pay (Including Overtime)	8	0	5	7	5	1
Promotion/Non-Selection	7	10	8	13	9	8
<b>Reassignment</b>						
Denied	2	0	4	2	2	5
Directed	11	5	3	3	3	1
Reasonable Accommodation	3	11	7	11	10	8
Reinstatement	1	0	0	0	0	0
Retirement	1	1	2	3	2	2
Termination	22	17	11	11	12	24
Terms/Conditions of Employment	3	8	7	18	10	9
Time and Attendance	14	10	13	16	10	13
Training	6	3	6	9	3	8
Other	0	2	1	2	1	5
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru09-30</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Complaints pending during fiscal year						
Average number of days in investigation	147.15	134.25	143.09	137.56	245.98	238.76
Average number of days in final action	53.44	61.35	46.13	114.00	94.33	170.40
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	155.55	147.30	156.83	132.12	249.44	213.16
Average number of days in final action	18.14	44.45	33.40	16.91	87.00	174.00

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	131.14	120.35	128.36	145.61	242.24	275.25						
Average number of days in final action	91.46	68.50	52.50	211.09	95.25	169.50						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru09-30</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total Complaints Dismissed by Agency	33	53	35	34	9	28						
Average days pending prior to dismissal	34	59	48	30	39	80						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	6	6	5	6	1	8						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru09-30</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		3		3		1		0	
Without Hearing	0	0	0	0	0	0	1	33	0	0	0	0
With Hearing	1	100	1	100	3	100	2	67	1	100	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010		2011		2012		2013		2014			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		1		2		3		1		0	
Race	1	50	0	0	0	0	1	33	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	1	50	0	0	2	100	0	0	1	100	0	0
Sex	0	0	1	100	0	0	1	33	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	0	0	0	0	1	50	1	33	0	0	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
<b>Findings After Hearing</b>	1		0		1		2		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	1	100	0	0	1	100	0	0	1	100	0	0











Terms/Conditions of Employment	1	100	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 - User Defined	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>Previous Fiscal Year Data</b>					<b>2015Thru09-30</b>						
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total complaints from previous Fiscal Years	17	16	17	70	49	73						
Total Complainants	16	16	14	65	46	71						
<b>Number complaints pending</b>												
Investigation	0	1	0	2	6	5						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	13	15	14	17	30	56						
Final Agency Action	2	1	3	5	9	2						
Appeal with EEOC Office of Federal Operations	4	5	4	41	11	13						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2015Thru09-30</b>						
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	7	18	7						