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

## IHS (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

			Com	parative	Data	
<b>Complaint Activity</b>	Pı	revious	Fiscal Y	ear Da	ta	2020
	2015	2016	2017	2018	2019	Thru 06-30
Number of Complaints Filed	131	113	123	127	88	63
Number of Complainants	127	113	123	127	88	63
Repeat Filers	4	0	0	0	0	0

Compleints by Desig		C	Compar	ative I	<b>D</b> ata	
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru 06-30
Race	56	49	58	60	45	30
Color	12	22	24	22	14	10
Religion	6	9	7	13	8	5
Reprisal	69	49	54	64	46	29
Sex	47	51	59	63	43	36
PDA	2	0	0	0	0	0
National Origin	28	20	28	21	15	15

Equal Pay Act	8	1	7	6	6	5
Age	40	35	39	39	38	26
Disability	28	29	34	34	27	15
Genetics	1	1	0	0	0	0
Non-EEO	8	4	7	8	6	2
		C	ompar	ative <b>D</b>	)ata	
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020 Thru 06-30
Appointment/Hire	8	12	4	9	10	4
Assignment of Duties	8	11	25	15	17	7
Awards	3	3	1	5	3	1
Conversion to Full Time/Perm Status	0	0	0	0	1	0
Disciplinary Action						
Demotion	2	2	1	0	4	2
Reprimand	9	6	7	6	6	4
Suspension	4	3	7	2	3	1
Removal	3	2	3	4	3	3
Other	1	2	1	2	1	2
Duty Hours	2	2	10	12	7	3
Perf. Eval./ Appraisal	15	15	18	15	11	12
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	73	56	69	75	41	37
Sexual	8	6	6	9	5	4
Medical Examination	0	1	0	1	0	1

Pay including overtime		1	1	12	10	5	2
Promotion/Non-Selection		8	4	12	16	12	11
Reassignment							
Denied		5	2	4	5	1	1
Directed		1	1	5	5	2	0
Reasonable Accommodation D	isability	8	6	15	14	12	3
Reinstatement		0	0	0	1	1	0
Religious Accommodation		0	0	0	1	0	0
Retirement		2	0	0	1	2	3
Sex-Stereotyping		1	0	0	0	0	0
Telework		1	1	2	0	0	0
Termination		24	16	16	17	12	8
Terms/Conditions of Employm	ent	9	10	11	4	9	7
Time and Attendance		13	5	17	7	6	1
Training		8	7	9	8	11	3
Other		'		'			1
User Defined - Other 1		3	2	1	1	1	0
User Defined - Other 2		2	0	0	0	1	0
User Defined - Other 3		1	0	0	0	1	0
User Defined - Other 4		0	0	0	0	0	0
			Compa	rative ]	Data		
<b>Processing Time</b>		Previous	Fiscal Y	ear Da	ata		2020
	2015	2016	2017	2018	3 20	019	Thru 06-30
Complaints pending during fisc	al year	1	1	<u> </u>	I		
Average number of days in investigation	236.94	214.56	188.52	227.0	05 24	3.93	192.72

			_		_								
Average number of days in final action	17	5.68	8	9.29		01	.74	13	37.83	13	0.55	14	2.50
Complaint pending during fisca	l ye	ar wl	nere	hear	ing	w	as re	que	ested				
Average number of days in investigation	21	2.83	22	27.78	2	201	.63	25	51.34	24	3.04	20	3.84
Average number of days in final action	17	3.00	9	5.71		72.	09	11	0.44	27	3.33	98	3.00
Complaint pending during fisca	l ye	ar wl	nere	hear	ing	w	as no	ot re	equest	ed			
Average number of days in investigation	27	9.03	20	03.64	1	80	.81	19	198.38		6.96	17	9.52
Average number of days in final action	16	9.50	8	6.88	1	25	.93	16	50.57	11	4.85	17	2.17
							Con	ıpa	rative	Da	nta		
Complaints Dismissed by Ag	geno	ey		Prev	iou	ıs I	Fisca	al Y	ear D	ata	1		)20
		201:			201	6	201	7	2018	20	019		u 06- 30
Total Complaints Dismissed by Agency			2	8	25	5	18	3	3		3		2
Average days pending prior to dismissal			80		10	2	75	i	51	,	79	7	77
Complair	ıts V	With	dra	wn b	у (	Cor	npla	ina	nts				
Total Complaints Withdrawn by Complainants	ý		8	3	16	5	3		6		7		5
					C	on	npar	ati	ve Da	ta			
Total Final Agency Actions			Pr	eviou	ıs F	isc	al Y	ear	r Data	1			020
Finding Discrimination	20	)15	2	016		201	17	2	018	2	019		hru 6-30
	#	%	#	%	#	-	%	#	%	#	%	#	%
Total Number Findings	0		1		1			3		2		1	
Without Hearing	0	0	1	100	1	1	100	3	100	2	100	0	0
With Hearing	0	0	0	0	0		0	0	0	0	0	1	100

Findings of Discrimination					Co	mpar	ativ	ve Da	ata			
Rendered by Basis			Pre	viou	s Fi	scal Y	'eai	r Da	ta		1	020
Note: Complaints can be filed	20	)15	20	)16	2	017	20	)18	2	019	1	hru 6-30
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		1		3		2		1	
Race	0	0	0	0	1	100	0	0	1	50	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	33	0	0	0	0
Reprisal	0	0	0	0	0	0	2	67	2	100	1	100
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	0	0	0	0	0	0	0	0	1	50	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
Findings After Hearing	0		0		0		0		0		1	
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	0	0	0	0	0	0	0	0	1	100
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
Age	0		0		0	0	0	0	0	0	0	0
Disability					0	0	0	0	0	0	0	0
<u> </u>			+				1					
Genetics	0		0		0	0	0	0	0	0	0	0
Non-EEO		0 0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		1		3		2		0	
Race	0	0	0	0	1	100	0	0	1	50	0	0
Color	C	0	0	0	0	0	0	0	0	0	0	0
Religion	C	0	0	0	0	0	1	33	0	0	0	0
Reprisal	C	0	0	0	0	0	2	67	2	100	0	0
Sex	C	0	0	0	0	0	0	0	0	0	0	0
PDA	C	0	0	0	0	0	0	0	0	0	0	0
National Origin	C	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	C	0	0	0	0	0	0	0	0	0	0	0
Age	C	0	0	0	0	0	0	0	0	0	0	0
Disability	C	0	0	0	0	0	0	0	1	50	0	0
Genetics	C	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	C	0	0	0	0	0	0	0	0	0	0	0
					Co	mpar	ativ	e Da	ta			
Findings of Discrimination		]	Prev	vious	s Fis	scal Y	ear	Data	ì			020
Rendered by Issue	20	)15	20	16	20	)17	20	18	20	)19		hru 5-30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		1		3		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assistant of D											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	1	50	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	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												
Non-Sexual	0	0	0	0	1	100	3	100	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	1	50	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	0	0	0	0	0	0	0	0	1	50	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
		1	1	1	1	I	1	1	1			

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 - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	1	100
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		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	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												
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												
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	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 - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	1	100
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 Without Hearing	0		0		1		3		2		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	1	50	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	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	'											
Non-Sexual	0	0	0	0	1	100	3	100	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	1	50	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	0	0	0	0	0	0	0	0	1	50	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 - User Define												
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
				Comparative Data							. 1	
Pending Complaints Filed in I Fiscal Years by Status		ous		Pre	viou	s Fi	scal `	Year I	Dat	a	_	2020
riscal Tears by Status	•		20	15	201	16 2017		7 2018		2019	Thru 06-30	
Total complaints from previous Years	Fisca	1	7	2	93		89	93		119		158
Total Complainants			7	0	89		88	93		119		158
Number complaints pending			70									
rumber complaints penumg							7					
Investigation			4	5	2		7	8		7		21
	ainan	t's	1		2		7	8		7		0
Investigation  ROI issued, pending Compl	ainan	t's	]									

Appeal with EEOC Office of Federal Operations	13	33	42	49	52	53
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	Thru 06-30
Pending Complaints Where Investigations Exceed Required Time Frames	7	4	10	20	10	25