

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

IHS (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 06-30
	2015	2016	2017	2018	2019	
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
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 06-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
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 Disability	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 Employment	9	10	11	4	9	7
Time and Attendance	13	5	17	7	6	1
Training	8	7	9	8	11	3
Other						
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 06-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	236.94	214.56	188.52	227.05	243.93	192.72

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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020 Thru 06-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	72	93	89	93	119	158						
Total Complainants	70	89	88	93	119	158						
Number complaints pending												
Investigation	5	2	7	8	7	21						
ROI issued, pending Complainant's action	1	1	0	1	1	0						
Hearing	56	72	65	76	91	98						
Final Agency Action	2	14	12	8	13	31						

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