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

IHS (and below)

			C	Compa	rative	Data	
Complaint Activity	Pı	reviou	s Fisca	l Year	Data		019Thru12-31
	2014	2015	5 201	6 201	17 20		01911fu12-31
Number of Complaints Filed	95	131	113	3 12	3 12	27	19
Number of Complainants	95	127	113	3 12	3 12	27	19
Repeat Filers	0	4	0	0	0)	0
				Com	parati	ve Dat	a
Complaints by Basis		Pre	vious]	Fiscal `	Year D	Data	
Note: Complaints can be filed alleging multiple bases.The sur the bases may not equal total complaints filed.	m of	2014	2015	2016	2017	2018	2019Thru12- 31
Race		42	56	49	58	60	8
Color		5	12	22	24	22	3
Religion		3	6	9	7	13	2
Reprisal		49	69	49	54	64	9
Sex		39	47	51	59	63	9
PDA		1	2	0	0	0	0
National Origin		9	28	20	28	21	4

For 1st Quarter 2019 for period ending December 31, 2018

Equal Pay Act	6	8	1	7	6	2
Age	20	40	35	39	39	6
Disability	25	28	29	34	34	5
Genetics	0	1	1	0	0	0
Non-EEO	5	8	4	7	8	2
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru12- 31
Appointment/Hire	5	8	12	4	9	1
Assignment of Duties	17	8	11	25	15	5
Awards	2	3	3	1	5	1
Conversion to Full Time/Perm Status	0	0	0	0	0	1
Disciplinary Action						
Demotion	2	2	2	1	0	2
Reprimand	6	9	6	7	6	0
Suspension	5	4	3	7	2	2
Removal	2	3	2	3	4	2
Other	0	1	2	1	2	0
Duty Hours	6	2	2	10	12	1
Perf. Eval./ Appraisal	8	15	15	18	15	3
Examination/Test	0	0	0	0	0	1
Harassment						
Non-Sexual	43	73	56	69	75	12
Sexual	3	8	6	6	9	2
Medical Examination	2	0	1	0	1	0
Pay including overtime	5	1	1	12	10	2

Promotion/Non-Selection		9	8	4	-	12	16	2
Reassignment								
Denied		2	5	2	2	4	5	1
Directed		3	1	1		5	5	2
Reasonable Accommodation Disability	l	10	8	6	5	15	14	2
Reinstatement	atement)	0	1	1
Religious Accommodation	ous Accommodation			0)	0	1	0
Retirement	ement			0)	0	1	1
Sex-Stereotyping	Stereotyping			0)	0	0	0
Telework		0	1	1		2	0	0
Termination		12	24	10	6	16	17	4
Terms/Conditions of Employ	yment	10	9	1(0	11	4	3
Time and Attendance		10	13	5		17	7	0
Training		3	8	7		9	8	1
Other								
User Defined - Other 1		0	3	2	2	1	1	0
User Defined - Other 2		0	2	0		0	0	0
User Defined - Other 3		0	1	0	0		0	0
User Defined - Other 4		0	0	0)	0	0	0
			Cor	npa	arat	ive l	Data	
Processing Time	I	Previous	Fiscal	Ye	ar l	Data	l	2019Thru12-
	2014	2015	2016	5	201	17	2018	31
Complaints pending during f	fiscal yea	r						
Average number of days in investigation	245.98	236.94	214.5	6	188	.52	227.05	190.10
Average number of days in final action			89.29)	101	.74	137.83	111.00
Complaint pending during fi	where h	earing	was	s rec	quest	ted		

Average number of days in investigation	249	.44	212	.83	3 2	27.	.78	20	1.63	25	1.34	10	52.62	
Average number of days in final action	87.	00	173	.00) 9	5.7	71	72	2.09	11	0.44		0	
Complaint pending during fis	scal y	year	whe	re	hear	ring	g wa	as n	ot rec	que	sted			
Average number of days in investigation	242	.24	279	0.03	3 2	03.	.64	18	0.81	19	8.38	20)7.00	
Average number of days in final action	95.	95.25 16		9.50) 8	6.8	88	12	5.93	16	0.57	1	11.00	
							С	om	para	tive	e Data	ita		
Complaints Dismissed by A	lgen	cy	P	rev	viou	s I	Fisca	al Y	Year 1	Dat	ta	2019	Chru12-	
			201	4	201	5	201	16	2017	2	018		31	
Total Complaints Dismissed Agency	by		9		28	:	25	5	18		3		2	
Average days pending prior t dismissal	0		39)	80)	10	2	75		51		32	
Compl	aint	s Wi	ithd	rav	vn k)y (Con	npl	ainaı	nts				
Total Complaints Withdrawn Complainants	by		1		8	3 16		16 3		6		0		
						С	Com	pai	rative	e Da	ata			
Total Final Agency Actions			Prev	vio	us F	'isc	cal Y	Yea	r Da	ta		2019	Thru12-	
Finding Discrimination		014	2	015	5 2	201	16	2	017	2	018	-	31	
	#	%	, # 9		5 #		%	#	%	#	%	#	%	
Total Number Findings	1		0		1			1		3		0		
Without Hearing	0	0	0 (1 1		00	1	100	3	100	0	0	
With Hearing	1	100) 0 (0		0	0	0	0	0	0	0	

Findings of Discrimination	Comparative Data Previous Fiscal Year Data								nta			
Rendered by Basis		Pr	evi	ous	Fis	cal Y	Yea	r Da	ta		20197	Thru12
Note: Complaints can be filed	2	014	20)15	20)16	2	017	20)18		31
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		1		3		0	
Race	0	0	0	0	0	0	1	100	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	1	33	0	0
Reprisal	1	100	0	0	0	0	0	0	2	67	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	0	0	0	0	0	0	0	0	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
Findings After Hearing	1		0		0		0		0		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	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		0	0		0	0	(0	0	0	0	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
Findings Without Hearing		0			0		(0		1		3		0	
Race		0	0		0	0	(0	0	1	100	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	1	33	0	0
Reprisal		0	0		0	0	(0	0	0	0	2	67	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		0	0		0	0	(0	0	0	0	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
							(Co	mp	ara	ntive	Da	ta		
Findings of Discrimination			Pr	evi	ίοι	us I	Fis	sca	l Y	ear	Dat	a		20197	Chru12-
Rendered by Issue	2	014	1	20)1:	5	20)16	5	201	17	20	18		31
	#	%	ó	#	%	6	#	%	b #	ŧ '	%	#	%	#	%
Total Number Findings	1			0			0		1			3		0	
Appointment/Hire	0	C)	0	()	0	0	0)	0	0	0	0	0
Assignment of Duties	0	0)	0	()	0	0	0)	0	0	0	0	0
Awards	0	C)	0	()	0	0	0)	0	0	0	0	0
Conversion to Full Time/Perm Status	0	C)	0	()	0	0	0)	0	0	0	0	0
Disciplinary Action											4				

Demotion	1	100	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	1	100	3	100	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		1						1		1	1	
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	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	1				1	1 1		1	1
Findings After Hearing	1		0		0		0		0		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	1	100	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		<u> </u>						<u> </u>			· · · · · ·	-
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	
Findings Without Hearing	0		0		0		1		3		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	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		<u> </u>									-	
Non-Sexual	0	0	0	0	0	0	1	100	3	100	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	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		
User Defined - Other 4	0	0	0	0	0	0) 0	0	0	0	0	0		
							Com	ipara	tiv	ve Dat	a			
Pending Complaints Filed Previous Fiscal Years by St		s	Pı	evi	ious	F	iscal	Year	D	ata	2019	Fhru12-		
	er e e e	0	2014	1 2	2015		15 2016		7	2018		31		
Total complaints from previous Fiscal Years	5		49		72		93			93	197			
Total Complainants			46		70		89	88		93		197		
Number complaints pending														
Investigation			6		5		2	7		8	75			
ROI issued, pending Complainant's action			0		1		1	0		1		5		
Hearing			30		56		72	65		76		99		
Final Agency Action			9		2		14 12			8		13		
Appeal with EEOC Office Federal Operations	of		11		13		33	42		49		49		
							Com	ipara	ntiv	ve Dat	a			
Complaint Investigation	ations		Pı	evi	ious	F	iscal	Year	D	ata	2019	Fhru12-		
			2014	1 2	2015		2015 2016		2016	2017		2018	1	31
Pending Complaints Where Investigations Exceed Required Time Frames	nvestigations Exceed Required		18		7		4	10		20		27		