

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

IHS (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	95	131	113	123	127	19
Number of Complainants	95	127	113	123	127	19
Repeat Filers	0	4	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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

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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
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	4	5	1
Directed	3	1	1	5	5	2
Reasonable Accommodation Disability	10	8	6	15	14	2
Reinstatement	0	0	0	0	1	1
Religious Accommodation	0	0	0	0	1	0
Retirement	2	2	0	0	1	1
Sex-Stereotyping	0	1	0	0	0	0
Telework	0	1	1	2	0	0
Termination	12	24	16	16	17	4
Terms/Conditions of Employment	10	9	10	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	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	245.98	236.94	214.56	188.52	227.05	190.10
Average number of days in final action	94.33	175.68	89.29	101.74	137.83	111.00
Complaint pending during fiscal year where hearing was requested						

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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		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												

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											
	Previous Fiscal Year Data										2019Thru12-31	
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	49	72	93	89	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 of Federal Operations	11	13	33	42	49	49						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014	2015	2016	2017	2018							
Pending Complaints Where Investigations Exceed Required Time Frames	18	7	4	10	20	27						