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

IHS (and below)

For 1st Quarter 2024 for period ending December 31, 2023

Complaint Activity	ı	2024Thru12-31					
	2019	2020	2021	2022	2023	20241111412 31	
Number of Complaints Filed	89	77	52	73	83	15	
Number of Complainants	89	76	52	73	83	15	
Repeat Filers	0	1	0	0	0	0	

Complaints by Basis			Com	parativ	e Data	l
, , , , , , , , , , , , , , , , , , , ,	Pro	evious	ata			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024Thru12- 31
Race	45	39	35	33	42	8
Color	15	14	14	15	20	3
Religion	8	6	10	11	15	2
Reprisal	46	33	22	39	40	6

Sex	45	49	30	27	37	9
PDA	0	0	0	1	1	0
National Origin	15	19	20	16	11	3
Equal Pay Act	6	7	3	9	7	3
Age	39	29	21	28	27	5
Disability	27	20	18	24	23	5
Genetics	0	0	0	0	0	1
Non-EEO	6	3	2	4	2	0
Camandainta bu lacus	1 1		Com	parativ	e Data	1
Complaints by Issue	Pro	evious	Fiscal `	Year Da	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other	2019	2020	2021	2022	2023	2024Thru12- 31
Disciplinary Actions.						
	10	4	4	11	12	3
Disciplinary Actions.	10	4	4	11 0	12	3
Disciplinary Actions. Appointment/Hire						
Disciplinary Actions. Appointment/Hire Assignment of Duties*	0	0	0	0	0	0
Disciplinary Actions. Appointment/Hire Assignment of Duties* Awards	0 3	0	0	0 5	0 3	0
Disciplinary Actions. Appointment/Hire Assignment of Duties* Awards Conversion to Full Time/Perm Status*	0 3	0	0	0 5	0 3	0

Suspension	3	1	3	3	1	0
Removal	3	4	4	6	2	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	6	5	7	12	6	3
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	11	14	9	7	13	3
Examination/Test	1	0	0	1	0	0
Harassment	I	I	ı	I	I	I
Non-Sexual	42	45	25	34	35	9
Sexual	5	6	2	2	2	0
Medical Examination	0	1	1	3	7	1
Pay including overtime	5	4	4	8	8	0
Promotion/Non-Selection	12	13	6	7	8	1
Reassignment		1	ı	I	1	I
Denied	1	1	1	2	2	1
Directed	2	1	4	4	1	0
Reasonable Accommodation Disability	11	6	9	8	8	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	2	0	0
Retirement*	0	0	0	0	0	0

Sex-Stereotyping		0	1	0	0	0	0
Telework		0	0	1	2	1	0
Termination		13	9	11	9	11	0
Terms/Conditions of Employment*		0	0	0	0	0	0
Time and Attendance		6	5	2	10	10	2
Training		11	4	3	7	1	1
Other Terms/Conditions of Employr	ment*	24	20	10	29	20	7
User Defined - Other 1*		0	0	0	0	0	0
User Defined - Other 2*		0	0	0	0	0	0
User Defined - Other 3*		0	0	0	0	0	0
User Defined - Other 4*		0	0	0	0	0	0
		ı	Com	parati	ve D	ata	
Processing Time		Previous	s Fiscal \	ear D	ata		2024Thru12
	2019	2020	2021	202	2	2023	31
Complaints pending during fiscal ye	ar	I	1				I
Average number of days in investigation	243.93	209.32	263.32	375	35 3	328.82	350.50
Average number of days in final action	133.57	149.72	114.82	202.	02 3	306.46	118.94
Complaint pending during fiscal yea	r where h	earing w	as requ	ested		'	
Average number of days in investigation	243.04	211.15	240.15	385.	15 3	382.71	240.00

Average number of days in final action	273.3	3	124	1.00) 43	.33	3 2	221	.74	30)4.72		14.00
Complaint pending during fiscal year	where	he	earir	ng	was n	ot	req	ues	ted	1			
Average number of days in investigation	246.9	6	206	5.39	288	3.4	2 3	373	.79	29	8.63	3	87.33
Average number of days in final action	114.8	5	162	.62.58 704.00 191.10 294.40		94.40	1	00.46					
	1						Со	mp	ara	tive	e Data	<u> </u>	
Complaints Dismissed by Agen	20241 hru12												
		2019 2020 2021 2022 2023									31		
Total Complaints Dismissed by Agend	Су		5		3		5		2		8		1
Average days pending prior to dismis	ssal		62	<u>)</u>	317		613		244		95		52
Complain	ts With	hdr	awı	n b	y Cor	npl	lain	ant	s				
Total Complaints Withdrawn by Complainants			9		8		4		9		6		4
						C	com	par	ativ	e D	ata		
Total Final Agency Actions Finding	g		Pr	evi	ious F	isc	al Y	'ear	· Da	ta		2024	4Thru12-
Discrimination	2	201	.9	2	020	20	021	20)22	2	023		31
	#	9	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2			1		0		0		1		1	
Without Hearing	2	10	00	0	0	0	0	0	0	0	0	1	100
With Hearing	0	1	0	1	100	0	0	0	0	1	100	0	0

Findings of Discrimination Rendered by	by Comparative Data											
Basis		Pı	rev	ious F	isc	al Y	ear	Da	ta		2024Thru12-	
Note: Complaints can be filed alleging multiple bases. The sum of the bases	2	019	2	2020		21	20	22	2	023	31	
may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		0		1		1	
Race	1	50	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	2	100	1	100	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	1	100	0	0
Disability	1	50	0	0	0	0	0	0	1	100	1	100
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		1		0		0		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	0	0	1	100	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	1	100	0	0
Disability	0	0	0	0	0	0	0	0	1	100	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	2		0		0		0		0		1	
Race	1	50	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	2	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	1	50	0	0	0	0	0	0	0	0	1	100
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

Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.

					(Com	pa	rati	ve I	Data		
Findings of Discrimination Rendered by		P	rev	ious	Fisc	cal \	⁄ea	r Da	ata			hru12
Issue	20	2019		2020		2021		22	2	023	31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		0		1		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	<u> </u>	1			<u> </u>	I		I			I	I
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 Disciplinary Actions**	1	50	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		I		I		I		I			l	ı
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	1	50	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		I				I				
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	100	0	0
Reasonable Accommodation Disability	1	50	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 Terms/Conditions of Employment*	0	0	1	100	0	0	0	0	0	0	0	0

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
Findings After Hearing	0		1		0		0		1		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	l	I	1		<u> </u>	l		<u> </u>			<u> </u>	<u> </u>
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 Disciplinary Actions**	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	I	I	1	<u> </u>	1	I		I	I	I	I	I
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	1	I		I		I					I	I
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	100	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 Terms/Conditions of Employment*	0	0	1	100	0	0	0	0	0	0	0	0
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
Findings Without Hearing	2		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										ı		
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 Disciplinary Actions**	1	50	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>I</u>	1	I	1	I	1	I	1		I	I
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	1	50	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				I		I			I	I
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	1	50	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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				
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	evious	2024Thru12-			
	2019	2020	2021	2022	2023	31
Total complaints from previous Fiscal Years	112	134	153	124	81	120
Total Complainants	112	134	152	124	81	120
Number complaints pending	<u> </u>	<u> </u>				
Investigation	8	17	30	19	7	29
ROI issued, pending Complainant's action	1	0	1	4	1	1
Hearing	84	73	60	42	22	25
Final Agency Action	14	38	54	57	55	66
Appeal with EEOC Office of Federal Operations	53	56	60	66	69	71
			Com	parati	ve Data	1
Complaint Investigations	Pr	evious	2024Thru12-			
	2019	2020	2021	2022	22 2023	31
Pending Complaints Where Investigations Exceed Required Time Frames	11	32	45	27	8	9