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

## IHS (and below)

For 4th Quarter 2023 for period ending September 30, 2023

	Comparative Data											
<b>Complaint Activity</b>	Pr	evious	Fiscal Y	Year Da	ıta	2023Thru09-30						
	2018	2019	2020	2021	2022	2023111ru09-30						
Number of Complaints Filed	127	88	73	44	71	82						
Number of Complainants	127	88	72	44	71	82						
Repeat Filers	0	0	1	0	0	0						

Complaints by Posis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious	Fiscal \	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023Thru09- 30
Race	60	45	35	30	32	42
Color	22	14	13	12	14	20
Religion	13	8	6	8	11	14
Reprisal	64	46	32	20	39	40
Sex	63	43	43	24	27	37
PDA	0	0	0	0	1	1

National Origin	21	15	18	18	16	11
Equal Pay Act	6	6	6	2	9	7
Age	39	38	27	18	26	27
Disability	34	27	18	16	23	23
Genetics	0	0	0	0	0	0
Non-EEO	8	6	3	3	4	2
Constituted to			Com	parativ	ve Data	ı
Complaints by Issue	Pre	evious	Fiscal `	Year D	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 Disciplinary Actions.	2018	2019	2020	2021	2022	2023Thru09- 30
Appointment/Hire	9	10	4	4	11	12
Assignment of Duties*	15	17	7	8	0	0
Awards	5	3	1	0	5	3
Conversion to Full Time/Perm Status*	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	4	2	0	2	0
Reprimand**	6	6	4	5	0	0
Suspension	2	3	1	2	3	1
Removal	4	3	3	4	6	2
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	2	1	0	0	12	6
Other 2**	0	0	0	0	0	0

Duty Hours*	12	7	3	0	0	0
Perf. Eval./ Appraisal	15	11	13	9	7	13
Examination/Test	0	1	0	0	1	0
Harassment						
Non-Sexual	75	41	42	20	32	35
Sexual	9	5	5	2	2	2
Medical Examination	1	0	1	0	3	6
Pay including overtime	10	5	3	4	8	8
Promotion/Non-Selection	16	12	11	6	7	8
Reassignment						
Denied	5	1	1	1	2	2
Directed	5	2	0	4	4	1
Reasonable Accommodation Disability	14	12	4	8	8	8
Reinstatement*	1	1	0	2	0	0
Religious Accommodation	1	0	0	0	2	0
Retirement*	1	2	3	0	0	0
Sex-Stereotyping	0	0	1	0	0	0
Telework	0	0	0	1	2	1
Termination	17	12	9	8	9	11
Terms/Conditions of Employment*	4	9	8	1	0	0
Time and Attendance	7	6	4	2	9	10
Training	8	11	3	3	7	1
Other Terms/Conditions of Employment*	0	0	0	0	27	20
User Defined - Other 1*	1	1	0	0	0	0
User Defined - Other 2*	0	1	0	0	0	0

User Defined - Other	3*	0	1		0	0	0	0			
User Defined - Other	4*	0	0		0	0	0	0			
			(	Con	npar	ative I	<b>Data</b>				
<b>Processing Time</b>		Previo	us Fis	cal	Year	r Data		2023Thru09-			
	2018	2019	2	020	2	2021	2022	30			
Complaints pending during	g fiscal ye	ear									
Average number of days in investigation	227.05	243.9	3 20	9.6	8 23	35.82	379.56	328.82			
Average number of days in final action	137.83	130.5	5 14	8.00	0   12	27.00	213.38	306.46			
Complaint pending during	fiscal ye	ar whe	re hea	ring	was	reques	sted				
Average number of days in investigation	251.34										
Average number of days in final action	110.44	110.44 273.33 95.25 113.00 247.82									
Complaint pending during	fiscal ye	ar whe	re hea	ring	g was	not re	quested				
Average number of days in investigation	198.38	246.9	6 20	2.74	4 26	56.91	368.74	298.63			
Average number of days in final action	160.57	114.8	5 16	9.10	0	0	192.95	294.40			
					Com	parat	ive Data				
Complaints Dismissed Agency	l by	Pre	evious	Fis	scal Y	Year D	ata	2023Thru09-			
1290203		2018	2019	2	2020	2021	2022	30			
Total Complaints Dismisso Agency	ed by	3	3		3	2	2	8			
Average days pending price dismissal	or to	51	79		317	546	244	95			
Com	plaints <b>V</b>	Withdr	awn l	оу (	Comp	olainai	nts				
Total Complaints Withdra Complainants	wn by	6	7		7	2	9	6			

	Comparative Data									a		
<b>Total Final Agency</b>		P	revi	ious F	'isca	al Ye	ar	Data	ì		2023	Thru09
Actions Finding Discrimination	2	018	2	019	20	20	20	21	20	22		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		2		0		0		0		1	
Without Hearing	3	100	2	100	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	1	100
Findings of Discrimination	Comparative Data											
Rendered by Basis	Previous Fiscal Year Data									2023	Thru09	
Note: Complaints can be		2018	2	019	20	020	20	)21	20	022		30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	<i>t</i> %	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3	3	2		0		0		0		1	
Race	(	0	1	50	0	0	0	0	0	0	0	0
Color	(	0	0	0	0	0	0	0	0	0	0	0
Religion	1	. 33	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	2	100	0	0	0	0	0	0	0	0
Sex	(	0	0	0	0	0	0	0	0	0	0	0
PDA	(	0	0	0	0	0	0	0	0	0	0	0
National Origin	(	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
Age	(	0	0	0	0	0	0	0	0	0	1	100
Disability	(	0	1	50	0	0	0	0	0	0	1	100
Genetics	(	0	0	0	0	0	0	0	0	0	0	0

 $0 \mid 0$ 

Non-EEO

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	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	1	100
Disability	0	0	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
Findings Without Hearing	3		2		0		0		0		0	
Race	0	0	1	50	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	33	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	2	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	0	0	0	0
Disability	0	0	1	50	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

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

	Comparative Data											
Findings of Discrimination		Pr	evi	ous ]	Fisc	al Y	ear	Dat	a		2023	Thru09-
Rendered by Issue	2	018	20	)19	20	)20	20	)21	20	)22		30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		2		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	1	50	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												
Non-Sexual	3	100	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	1	50	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	1	100
Reasonable Accommodation Disability	0	0	1	50	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
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 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												
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	1	100
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	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
Findings Without Hearing	3		2		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	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	1	50	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												
Non-Sexual	3	100	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	1	50	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	1	50	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	$\left[\begin{array}{c c}0\end{array}\right]0$	0	0 0	0 0	0	0			
	Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious	2023	2023Thru09-						
·	2018	2019	2020	2021	2022		30			
Total complaints from previous Fiscal Years	93	119	157	193	144	81				
Total Complainants	93	119	157	192	144	81				
Number complaints pending										
Investigation	8	7	17	37	18	7				
ROI issued, pending Complainant's action	1	1	0	1	4	1				
Hearing	76	91	89	83	62	22				
Final Agency Action	8	13	42	59	51	55				
Appeal with EEOC Office of Federal Operations	49	52	55	60	64	69				
	Comparative Data									
<b>Complaint Investigations</b>	Pr	evious	2023Thru09-							
	2018	2019	2020	2021	2022		30			
Pending Complaints Where Investigations Exceed Required Time Frames	20	10	33	48	28	7				