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

IHS (and below)

		Comparative Data											
Complaint Activity	Pr	evious	Fiscal	Year	Data		021Thru03-31						
	2016	2017	2018	201	9 202		021111ru05-51						
Number of Complaints Filed	113	123	127	88	73		18						
Number of Complainants	113	123	127	88	72	2	18						
Repeat Filers	0	0	0	0	1		0						
			ta										
Complaints by Basis		Prev	vious I	Fiscal `	Year I	Data							
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.		2016	2017	2018	2019	2020	2021Thru03- 31						
Race		49	58	60	45	35	11						
Color		22	24	22	14	13	4						
Religion		9	7	13	8	6	5						
Reprisal		49	54	64	46	32	10						
Sex		51	59	63	43	43	9						
PDA		0	0	0	0	0	0						
National Origin		20	28	21	15	18	5						
Equal Pay Act		1	7	6	6	6	0						

For 2nd Quarter 2021 for period ending March 31, 2021

Age	35	39	39	38	27	9
Disability	29	34	34	27	18	4
Genetics	1	0	0	0	0	0
Non-EEO	4	7	8	6	3	2
Converte into her Loren		<u> </u>	Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l				
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru03- 31
Appointment/Hire	12	4	9	10	4	1
Assignment of Duties	11	25	15	17	7	4
Awards	3	1	5	3	1	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Action						
Demotion	2	1	0	4	2	0
Reprimand	6	7	6	6	4	1
Suspension	3	7	2	3	1	0
Removal	2	3	4	3	3	2
Other	2	1	2	1	0	0
Duty Hours	2	10	12	7	3	0
Perf. Eval./ Appraisal	15	18	15	11	13	2
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	56	69	75	41	42	9
Sexual	6	6	9	5	5	0
Medical Examination	1	0	1	0	1	0
Pay including overtime	1	12	10	5	3	2
Promotion/Non-Selection	4	12	16	12	11	4
Reassignment						
Denied	2	4	5	1	1	0

Directed		1	5	5	2	0	2
Reasonable Accommodation I	Disability	6	15	14	12	4	1
Reinstatement		0	0	1	1	0	1
Religious Accommodation		0	0	1	0	0	0
Retirement		0	0	1	2	3	0
Sex-Stereotyping		0	0	0	0	1	0
Telework		1	2	0	0	0	0
Termination		16	16	17	12	9	4
Terms/Conditions of Employn	nent	10	11	4	9	8	0
Time and Attendance		5	17	7	6	4	2
Training		7	9	8	11	3	1
Other							
User Defined - Other 1		2	1	1	1	0	0
User Defined - Other 2		0	0	0	1	0	0
User Defined - Other 3		0	0	0	1	0	0
User Defined - Other 4		0	0	0	0	0	0
			Con	ıpara	tive	Data	
Processing Time	P	revious	Fiscal	Year	Dat	a	2021Thru03-
	2016	2017	2018	20	19	2020	31
Complaints pending during fis	cal year						
Average number of days in investigation	214.56	188.52	227.05	5 243	3.93	209.68	207.53
Average number of days in final action	89.29	101.74	137.83	3 130).55	148.00	84.50
Complaint pending during fisc	al year v	where he	aring w	as rec	quest	ed	
Average number of days in investigation	227.78	201.63	251.34	4 243	8.04	211.19	145.62
Average number of days in final action	95.71	72.09	110.44	4 273	3.33	95.25	0
Complaint pending during fisc	al year v	where he	aring w	vas no	t req	uested	
Average number of days in investigation	203.64	180.81	198.38	3 246	5.96	202.74	278.29

Average number of days in final action	86.	88	125	5.9.	3 1	60.	.57	11	14.	85 1	.69	.10		0	
								Con	npa	arati	ve	Dat	a		
Complaints Dismissed by Ag	geno	сy	P	Pre	viou	ıs I	Fis	cal	Ye	ar D	ata	ì	2021Thru03-		
			20	16	201	17	20	018	2	019	20	20	31		
Total Complaints Dismissed by Agency	ý	25			18	3		3		3	3	3		2	
Average days pending prior to dismissal		102 75 51 79 317								.7	5	46			
Complai	ints	Wit	ithdrawn by Complainants												
Total Complaints Withdrawn b Complainants	у		10	16 3 6 7 7						7	1				
		Comparati								tive	Da	ta			
Total Final Agency Actions		Previous Fiscal Year Data											2021	Chru03-	
Finding Discrimination		201	6	5 201		17 2		018)19	20	020	31		
	#	%	6 7	#	%	#	9	%	#	%	#	%	#	%	
Total Number Findings	1		-	1		3			2		0		0		
Without Hearing	1	10	00	1 1	00	3	10	00	2	100	0	0	0	0	
With Hearing	0	() ()	0	0		0	0	0	0	0	0	0	
Findings of Discrimination	n	Comparative Data													
Rendered by Basis			Previous Fiscal Year Data 2021Thru											Fhru03-	
Note: Complaints can be filed		2	016	2	2017	7	20	18	2	019	2	020		31	
alleging multiple bases. The su of the bases may not equal tota complaints and findings.		#	%	#	%)	#	%	#	%	#	%	#	%	
Total Number Findings		0		1			3		2		0		0	1	
Race		0	0	1	10	0	0	0	1	50	0	0	0	0	
Color		0	0	0	0		0	0	0	0	0	0	0	0	
Religion		0	0	0	0		1	33	0	0	0	0	0	0	
Reprisal		0		0	0		2	67	2	100	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	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	1	50	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	0		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	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	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		1		3		2		0		0	
Race	0	0	1	100	0	0	1	50	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	1	33	0	0	0	0	0	0
Reprisal	0	0	0	0	2	67	2	100	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	1	50	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
					(Comp	bar	ativ	e D	ata		
Findings of Discrimination		Pr	·ev	ious]	Fis	cal Y	ea	r Da	ta		2021	Fhru03-
Rendered by Issue	20)16	2	017	2	018	20	019	20	020	31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		3		2		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	0	0	0	0	1	50	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>	·						<u> </u>			
Non-Sexual	0	0	1	100	3	100	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	1	50	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	1	50	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					
Findings After Hearing	0		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	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												
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				·		·						
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	0		1		3		2		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	0	0	0	0	1	50	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	1	100	3	100	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	1	50	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	1	50	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

0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
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0	0	0	0	0	0	0	0	0	0	0	0
0		0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0		0	0	0	0	0	0	0	0	0	0
		Comparative Da								ta	1
~		Pre	eviou	s I	Fiscal	Ye	ear I	Dat	ta	2021'	Thru03-
S	2	016	201	7	2018	2			020	2021	31
cal		93	89)	93	1	19	1	57	210	
		89	88	3	93	1	19	1	57	, , ,	209
					·						
		2			8		7		17	40	
		1	0		1		1		0	0	
	,	72	65	;	76		91		89		94
		14	12	2	8		13	4	42		60
ion C Office of Is		33	42	2	49		52		55		57
					Con	npa	arat	ive	e Dat	ta	
		Pre	eviou	s I	Fiscal	Ye	ear l	Dat	ta	2021Thru03-	
	2	016	201	17	2018	2	019	2	020		31
ne		4	10)	20		10		33	-	41
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