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

IHS (and below)

For 1st Quarter 2022 for period ending December 31, 2021

	Comparative Data									
		Previous Fiscal Year Data								
Complaint Activity		2018	2019	2020	2021	31-Dec				
Number of Complaints Filed	123	128	89	75	50	11				
Number of Complainants	123	128	89	74	50	11				
Repeat Filers	0	0	0	1	0	0				
		(Compara	tive Dat	а					
Complaints by Basis		Previous	s Fiscal Y	ear Data	1	2022 Thru				
Note: Complaints can be filed alleging						31-Dec				
multiple bases.	2017	2018	2019	2020	2021					
The sum of the bases may not equal total										
complaints filed.										
Race	60	63	45	38	34	7				
Color	25	24	15	14	13	2				
Religion	7	13	8	6	8	1				
Reprisal	56	64	46	32	22	2				
Sex	60	64	45	46	28	2				
PDA	0	0	0	0	0	0				
National Origin	28	23	15	19	19	2				
Equal Pay Act	8	6	6	7	2	2				
Age	40	39	39	28	19	6				
Disability	34	34	27	19	17	3				
Genetics	0	0	0	0	0	0				
Non-EEO	7	8	6	3	2	1				
		(Compara	tive Dat	а					
Complaints by Issue		Previous	s Fiscal Y	ear Data	1	2022 Thru				
Note: Complaints can be filed alleging						31-Dec				
multiple bases.	2017	2018	2019	2020	2021	51-Dec				
The sum of the bases may not equal total	2017									
complaints filed.										
Appointment/Hire	5	9	10	4	4	4				
Assignment of Duties	25	16	17	9	8	3				

Awards	2	5	3	1	0	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action			I		_	
Demotion	1	0	4	2	0	0
Reprimand	7	6	6	4	6	1
Suspension	7	2	3	1	2	1
Removal	3	4	3	3	4	0
Other	1	2	0	0	0	0
Duty Hours	10	14	7	3	0	1
Perf. Eval./ Appraisal	19	16	11	14	9	1
Examination/Test	0	0	1	0	0	0
Harassment			1			
Non-Sexual	71	76	42	44	25	4
Sexual	6	10	5	5	2	0
Medical Examination	0	1	0	1	0	0
Pay including overtime	12	10	5	4	4	0
Promotion/Non-Selection	12	16	12	13	6	2
Reassignment						
Denied	4	5	1	1	1	0
Directed	5	5	2	0	4	0
Reasonable Accommodation Disability	15	14	11	5	9	1
Reinstatement	0	1	1	0	2	0
Religious Accommodation	0	1	0	0	0	0
Retirement	0	1	2	3	0	0
Sex-Stereotyping	0	0	0	1	0	0
Telework	2	1	0	0	1	1
Termination	16	18	13	9	10	3
Terms/Conditions of Employment	11	4	10	8	1	1
Time and Attendance	18	9	6	5	2	0
Training	9	9	11	4	3	2
Other						
User Defined - Other 1	1	1	0	0	0	0
User Defined - Other 2	0	0	1	0	0	0
User Defined - Other 3	0	0	1	0	0	0
User Defined - Other 4	0	0	0	0	0	0
			Compara	tive Data	a	
		Previous	s Fiscal Y	ear Data		2022
						Thru
Processing Time	2017	2018	2019	2020	2021	31-Dec
Complaints pending during fiscal year	1					
Average number of days in						
investigation	188.91	227.05	243.93	209.28	251.13	296.83
Average number of days in final action	103.05	132.33	133.57	158.18	101.6	157
Complaint pending during fiscal year when	e hearing	was req	uested			

Average number of days in							1					
investigation	201.37	251.73	243.04	210.3	236.67	126						
Average number of days in final action	79.25	110.44	273.33	147.6	84.75	157						
Complaint pending during fiscal year where	e hearing	, was not	request	ed								
Average number of days in												
investigation	181	194.97	246.96	202.74	266.91	312.36						
Average number of days in final action	125.93	151.38	114.85	162.58	0	0						
		(Compara	tive Data	э <u> </u>							
		Previous	Fiscal Y	'ear Data		2022						
		1				Thru						
Complaints Dismissed by Agency	2017	2018	2019	2020	2021	31-Dec						
Total Complaints Dismissed by Agency	18	3	5	3	2	0						
Average days pending prior to dismissal	75	51	62	317	546	0						
Complaints With	ndrawn b	y Compl	ainants									
Total Complaints Withdrawn by	_	_	_			-						
Complainants	3	7	7	8	2	2						
				Compa	rative Da	ata					20	
			Previo	ous Fiscal	Year Da	ta)22
Total Final Aganay Actions Finding	20)17	20)18	20	19	2	020	20)21		nru ∙Dec
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	19 %	2 #	020 %	<u> </u>	%	#	%
Total Number Findings	# 1	/0	4	/0	# 2	/0	# 1	/0	# 0	/0	# 0	/0
Without Hearing	1	100	4	100	2	100	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0		100	0	0	0	0
	0	Ū	U	, ,	rative Da	•	-	100	Ŭ	•	Ľ	Ŭ
Findings of Discrimination Rendered by				-							20)22
Basis			Previo	ous Fiscal	Year Da	ta						nru
Note: Complaints can be filed alleging		-							_			_
multiple bases.	20	17	20)18	20	19	2	020	20	21	31-	Dec
The sum of the bases may not equal total				~				a (~		~
complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		4		2		1		0		0	
Race	1	100	1	25	1	50	0	0	0	0	0	0
Color	0	0	1	25	0	0	0	0	0	0	0	0
Religion	0	0	1	25	0	0	0	0	0	0	0	0
Reprisal	0	0	2	50	2	100	1	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	1	50	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	0		0		0		1		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	1	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	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	1		4		2		0		0		0	
Race	1	100	1	25	1	50	0	0	0	0	0	0
Color	0	0	1	25	0	0	0	0	0	0	0	0
Religion	0	0	1	25	0	0	0	0	0	0	0	0
Reprisal	0	0	2	50	2	100	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	1	50	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
				Compa	rative Da	ata						
			Provio	ous Fiscal	l Voor Do	nta					20)22
			FIEVIC	Jus Fisca		ita					Th	nru
Findings of Discrimination Rendered by	20	17	20	18	20)19	2	020	20)21	31-	Dec
Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		4		2		1		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
Reprimand	0	0	0	0	1	50	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	1	100	4	100	0	0	0 0	0000
Sexual	0	0	0	0	0	0	0 0	0000
Medical Examination	0	0	0	0	0	0	0 0	0000
Pay including overtime	0	0	0	0	1	50	0 0	0000
Promotion/Non-Selection	0	0	1	25	0	0	0 0	0000
Reassignment					1	1		
Denied	0	0	1	25	0	0	0 0	0 0 0 0
Directed	0	0	0	0	0	0	0 0	0000
Reasonable Accommodation Disability	0	0	0	0	1	50	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	1 100	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	ů	ů	Ű	Ű	Ű	Ŭ		
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
					•	<u> </u>		
Findings After Hearing	0		0		0		1	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
Disciplinary Action	Ū	Ū	Ū	U	0	0		
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	
Harassment	U	U	U	U	U	0		
Non-Sexual	0	0	0	0	0	0		0000
Sexual	0	0	0	0	0	0	0 0	0 0 0 0 0 0 0 0
Medical Examination	_		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	1 100	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	Ū	Ū	Ŭ	Ū	U	Ŭ	0		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
	0	0	0	0	0	0	0 0		0	0
Findings Without Hearing	1		4		2		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	Ū	Ū	0	Ū	0	0	0 0		U	
Demotion	0	0	0	0	0	0	0 0	0 0	0	0
Reprimand	0	0	0	0	1	50	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	0	0	0	0	0	0	0 0		0	0
Non-Sexual	1	100	4	100	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	1	50	0 0	0 0	0	0
Promotion/Non-Selection	0	0	1	25	0	0	0 0	0 0	0	0
	0	0	L T	23	0	0	0 0	0 0	0	0
Reassignment Denied	0	0	1	25	0	0	0 0	0 0	0	0
Directed	0	0	0	0	0	0	0 0	0 0	0	0
	0	0	0	0	0	50	0 0	0 0	0	-
Reasonable Accommodation Disability										0
Reinstatement	0	0	0	0	0	0	0 0		0	0
Religious Accommodation	0	0	0	0	0	0	0 0	00	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
		(Compara	tive Dat	а							
		Previous		oor Doto		2022						
Pending Complaints Filed in Previous		Previous	S FISCAL Y	ear Data		Thru						
Fiscal Years by Status	2017	2018	2019	2020	2021	31-Dec						
Total complaints from previous Fiscal												
Years	86	89	117	150	191	226						
Total Complainants	85	89	117	150	190	225]					
Number complaints pending]					
Investigation	7	8	7	17	35	62]					
ROI issued, pending Complainant's]					
action	0	1	1	0	1	3						
Hearing	66	74	89	86	84	77]					
Final Agency Action	10	9	13	39	57	63]					
Appeal with EEOC Office of Federal												
Operations	43	50	53	56	61	62						
		(Compara	tive Dat	а							
		Previous		oor Doto		2022]					
		Previous	Thru									
Complaint Investigations	2017	2018	2019	2020	2021	31-Dec						
							1					
Pending Complaints Where Investigations												
Exceed Required Time Frames	7	20	11	33	49	50						
									-			