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

IHS (and below)

For 4th Quarter 2021 for period ending September 30, 2021

		Comparative Data									
	Pro	evious Fi	scal Ye	ar Dat	a						
Complaint Activity	2016	2017	2018	2019	2020	30-Sep					
Number of Complaints Filed	114	123	128	89	75	44					
Number of Complainants	114	123	128	89	74	44					
Repeat Filers	0	0	0	0	1	0					
		Cor	nparat	ive Da	ta						
Complaints by Basis	Pro	a									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	30-Sep					
Race	49	60	63	45	37	30					
Color	22	25	24	15	14	12					
Religion	9	7	13	8	6	8					
Reprisal	50	56	64	46	32	20					
Sex	51	60	64	45	46	24					
PDA	0	0	0	0	0	0					
National Origin	20	28	23	15	19	18					
Equal Pay Act	1	8	6	6	7	2					
Age	35	40	39	39	28	18					
Disability	29	34	34	27	18	16					
Genetics	1	0	0	0	0	0					
Non-EEO	4	7	8	6	3	3					

		Coi	mparat	ive Da	ta		
Complaints by Issue	Pre	evious Fi	iscal Ye	ar Dat	a	2021 Thru	
Complaints by Issue Note: Complaints can be filed alleging						IIIIu	
multiple bases.						30-Sep	
The sum of the bases may not equal	2016	2017	2018	2019	2020		
total complaints filed.							
Appointment/Hire	12	5	9	10	4	4	
Assignment of Duties	11	25	16	17	8	8	
Awards	3	2	5	3	1	0	
Conversion to Full Time/Perm Status	0	0	0	1	0	0	
Disciplinary Action				<u> </u>	<u> </u>		
Demotion	2	1	0	4	2	0	
Reprimand	7	7	6	6	4	5	
Suspension	3	7	2	3	1	2	
Removal	2	3	4	3	3	4	
Other	2	1	2	0	0	0	
Duty Hours	2	10	14	7	3	0	
Perf. Eval./ Appraisal	15	19	16	11	13	9	
Examination/Test	0	0	0	1	0	0	
Harassment							
Non-Sexual	56	71	76	42	44	20	
Sexual	6	6	10	5	5	2	
Medical Examination	1	0	1	0	1	0	
Pay including overtime	1	12	10	5	3	4	
Promotion/Non-Selection	4	12	16	12	13	6	
Reassignment							
Denied	2	4	5	1	1	1	
Directed	1	5	5	2	0	4	
Reasonable Accommodation Disability	7	15	14	11	4	8	
Reinstatement	0	0	1	1	0	2	
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	1	0	0	1	
Termination	16	16	18	13	9	8	
Terms/Conditions of Employment	11	11	4	10	8	1	
Time and Attendance	6	18	9	6	4	2	
Training	7	9	9	11	3	3	
Other				1	1		
User Defined - Other 1	2	1	1	0	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						
		Coi	mparat	ive Da	ta	2021						
	Pro	evious Fi	scal Ye	ar Dat	а	Thru						
Processing Time	2016	2017	2018	2019	2020	30-Sep						
Complaints pending during fiscal year												
Average number of days in												
investigation	214.56	188.91	227	244	209	235.82						
Average number of days in final action		103.05	132	134	158	101.6						
Complaint pending during fiscal year wher	e hearing	g was red	queste	t	1							
Average number of days in												
investigation	227.78	201.37	252	243	210	204.73	1					
Average number of days in final action	98	79.25	110	273	148	84.75						
Complaint pending during fiscal year wher	e hearing	g was no	t reque	ested								
Average number of days in												
investigation	203.64	181	195	247	203	266.91						
Average number of days in final action	90	125.93	151	115	163	0						
		Coi	mparat	ive Da	ta	I						
	Pro	evious Fi	scal Ye	ar Dat	a	2021 Thru						
Complaints Dismissed by Agency	2016	2017	2018	2019	2020	30-Sep						
Total Complaints Dismissed by Agency	27	18	3	5	3	2						
Average days pending prior to dismissal	101	75	51	62	317	546						
Complaints Withda	awn by	Complai	nants									
Total Complaints Withdrawn by												
Complainants	17	3	7	7	8	2						
				Comp	arative	e Data						
			Previo	us Fisc	al Year	Data						21 iru
Total Final Agency Actions Finding	20	16	20	17	2	018	2	019	2	020	30-	Sep
Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		4		2		1		0	
Without Hearing	1	100	1	100	4	100	2	100	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	1	100	0	0

Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data)21 nru
Note: Complaints can be filed alleging multiple bases.	20	16	20)17	2	018	2	019	2	020	30-	Sep
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		4		2		1		0	
Race	0	0	1	100	1	25	1	50	0	0	0	0
Color	0	0	0	0	1	25	0	0	0	0	0	0
Religion	0	0	0	0	1	25	0	0	0	0	0	0
Reprisal	1	100	0	0	2	50	2	100	1	100	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
Findings After Hearing	0		0		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	0	0	0	0	0	0	1	100	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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		4		2		0		0	
Race	0	0	1	100	1	25	1	50	0		0	0
Color	0	0	0	0	1	25	0	0	0		0	0
Religion	0	0	0	0	1	25	0	0	0		0	0
Reprisal	1	100	0	0	2	50	2	100	-		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	0

Findings Without Hearing Cont.												
Disability	0	0	0	0	0	0	1	50	0		0	0
Genetics	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	arative	e Data						
			Previo	us Fisc	al Year	Data)21
							1 -					nru
Findings of Discrimination Rendered by		16		17		018	+	019	Н-,			Sep
Issue	#	%	#	%	#	%	#	%	#		#	%
Total Number Findings	1		1		4		2		1		0	
Appointment/Hire	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 0					Tal					_
Demotion	0	0	0	0	0	0	0	0	0		0	0
Reprimand	0	0	0	0	0	0	1	50	0		0	0
Suspension	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
Duty Hours	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		1 400	I 4	100		1 400	Tal				_	
Non-Sexual	1	100	1	100	4	100	0	0	0		0	0
Sexual	0	0	0	0	0	0	0	0	0		0	0
Medical Examination	0	0	0	0	0	0	0	0	0		0	0
Pay including overtime Promotion/Non-Selection	0	0	0	0	0	0	1	50	0	0	0	0
,	0	0	0	0	1	25	0	0	0		0	U
Reassignment Denied	0	0			1	25	О			0		0
Directed	0	0	0	0	0	25 0	0	0	0		0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	50	0		0	0
Reinstatement	0	0	0	0	0	0	0	0	0		0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0		0	0
Retirement	0	0	0	0	0	0	0	0	0		0	0
	0	0	0	0	0	0	0	0	0		0	0
Sex-Stereotyping Telework	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
Terms/Conditions of Employment Time and Attendance	0	0	0	0	0	0	0	0	0	100	0	0
Training	0	0	0	0	0	0	0	0	0		0	0

Other - User Define User Defined - Other 1	0	0	0	0	0	0	О	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
Oser Defined - Other 4		U				U	101	-	۷	U	U	U
Findings After Hearing	0		0		0		O		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	_											
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					<u> </u>							
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	1	100	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

User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
				•								
Findings Without Hearing	1		1		4		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	1	100	1	100	4	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	1	25	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	25	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

		Coi	mparat	ive Da	ta		
Pending Complaints Filed in Previous	Previous Fiscal Year Data						
Fiscal Years by Status	2016	2017	2018	2019	2020	30-Sep	
Total complaints from previous Fiscal							
Years	88	86	89	117	150	191	
Total Complainants	84	85	89	117	150	190	
Number complaints pending							
Investigation	2	7	8	7	17	36	
ROI issued, pending Complainant's							
action	1	0	1	1	0	1	
Hearing	71	66	74	89	86	83	
Final Agency Action	10	10	9	13	39	57	
Appeal with EEOC Office of Federal							
Operations	37	43	50	53	56	60	
		Coi	nparat	ive Da	ta		
	Dr	ovious Ei	iscal Vo	ar Dat	o	2021	
	Previous Fiscal Year Data Thru						
Complaint Investigations	2016	2017	2018	2019	2020	30-Sep	
Pending Complaints Where Investigations							
Exceed Required Time Frames	4	7	20	11	33	47	