

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

IHS (and below)

For 2nd Quarter 2024 for period ending March 31, 2024

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024Thru03-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	89	77	52	73	83	33
Number of Complainants	89	76	52	73	83	33
Repeat Filers	0	1	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024Thru03-31
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	45	39	35	33	42	18
Color	15	14	14	15	20	6
Religion	8	6	10	11	15	4
Reprisal	46	33	22	39	40	18
Sex	45	49	30	27	37	21
PDA	0	0	0	1	1	0
National Origin	15	19	20	16	11	8
Equal Pay Act	6	7	3	9	7	5

Age	39	29	21	28	27	10
Disability	27	20	18	24	23	8
Genetics	0	0	0	0	0	1
Non-EEO	6	3	2	4	2	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024Thru03-31
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.	2019	2020	2021	2022	2023	
Appointment/Hire	10	4	4	11	12	4
Assignment of Duties*	0	0	0	0	0	0
Awards	3	1	1	5	3	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	2	0	2	0	0
Reprimand**	0	0	0	0	0	0
Suspension	3	1	3	3	1	0
Removal	3	4	4	6	2	1
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	6	5	7	12	7	6
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	11	14	9	7	13	6
Examination/Test	1	0	0	1	0	0
Harassment						
Non-Sexual	42	45	25	34	35	19
Sexual	5	6	2	2	2	2

Medical Examination	0	1	1	3	7	1
Pay including overtime	5	4	4	8	8	2
Promotion/Non-Selection	12	13	6	7	8	1
Reassignment						
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	3
Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	6	5	2	10	10	3
Training	11	4	3	7	1	3
Other Terms/Conditions of Employment*	24	20	10	29	20	10
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024Thru03-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	243.93	209.32	263.32	375.35	328.82	270.74
Average number of days in final action	133.57	149.72	114.82	202.02	302.83	252.78
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	243.04	211.15	240.15	385.15	382.71	228.33						
Average number of days in final action	273.33	124.00	43.33	221.74	304.72	416.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	246.96	206.39	288.42	373.79	298.63	292.87						
Average number of days in final action	114.85	162.58	704.00	191.10	288.32	207.95						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2024Thru03-31	
	2019	2020	2021	2022	2023							
Total Complaints Dismissed by Agency	5	3	5	2	8	3						
Average days pending prior to dismissal	62	317	613	244	95	185						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	9	8	4	9	6	5						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024Thru03-31	
	2019	2020	2021	2022	2023							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		0		1		2	
Without Hearing	2	100	0	0	0	0	0	0	0	0	2	100
With Hearing	0	0	1	100	0	0	0	0	1	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024Thru03-31	
	2019	2020	2021	2022	2023							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		0		1		2	

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		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**	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												
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												

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	1	100
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	1	100
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2024Thru03-31					
	Previous Fiscal Year Data											
	2019	2020	2021	2022	2023							
Total complaints from previous Fiscal Years	112	134	153	124	80	104						
Total Complainants	112	134	152	124	80	104						
Number complaints pending												
Investigation	8	17	30	19	7	11						
ROI issued, pending Complainant's action	1	0	1	4	1	3						
Hearing	84	73	60	42	22	30						
Final Agency Action	14	38	54	57	54	62						

Appeal with EEOC Office of Federal Operations	53	56	60	66	69	75
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024Thru03-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	11	32	45	27	8	6