

**Department of the Interior**  
**BUREAU: BUREAU OF LAND MANAGEMENT**  
\* Equal Opportunity Data Required to be Posted by the  
**NO FEAR ACT**  
**P.L. 107-174**

**Reporting Period: FY 2000-2004**  
**Point of Contact: Jesse Hicks**

<b>Formal Complaints</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
# of complaints filed	82	61	56	41	46
# of individual filers	74	56	51	37	44
# of repeat filers	4	5	4	3	2
<b># of Complaints by Basis of Discrimination</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
Race	44	20	25	14	6
Color	0	0	0	7	3
National Origin	15	18	15	10	7
Sex	65	36	30	26	20
Religion	6	1	0	7	1
Disability	43	14	8	7	8
Age	42	25	21	17	15
Reprisal	50	31	40	26	23
Non-EEO	0	0	0	1	0
<b># of Complaints by Issues of Alleged Discrimination</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
Appointment/Hire	0	1	4	0	0
Assignment of Duties	22	21	9	16	1
Awards	7	1	1	2	0
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					6
Demotion	0	0	0	0	0
Reprimand	6	1	1	1	1
Suspension	11	1	1	0	3
Removal	0	0	0	0	1
Other: Placed on Administrative Leave	0	0	0	0	1
Duty Hours	1	0	0	0	1

Evaluation/Appraisal	2	0	0	0	0
Examination/Test	0	0	0	0	1
Harassment					18
a. Non-sexual	64	29	32	34	17
b. Sexual	3	1	2	0	1
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	3	5	0	0
Promotion/Non-Selection	79	50	31	42	14
Reassignment					5
a. Denied	0	5	5	1	0
b. Directed	14	3	0	0	5
Reasonable Accommodation	5	1	0	0	3
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Termination	11	3	3	5	3
Terms/Condition of Employment	8	8	0	2	1
Time & Attendance	12	6	0	1	0
Training	8	8	0	2	0
Other: Constructive Discharge	8	3	0	0	3

\* Based on best available data

Average Processing Time of Pending Complaints -	FY 2000		FY 2001		FY 2002		FY 2003		FY 2004	
	#	APT								
<b>1. All complaints pending during fiscal year</b>										
Investigation	72	173	99	156	92	136	67	163	31	181
Final Agency Action	17	341	35	491	28	930	51	750	16	70
<b>2. Complaints in which a hearing is not requested</b>										
Investigation	2	270	13	161	2	104	5	218	10	172
Final Agency Action	10	158	18	183	13	131	22	211	11	87
<b>3. Complaints in which a hearing is requested</b>										
Investigation	0	0	0	0	1	150	8	132	1	189
Final Agency Action	5	39	10	25	12	21	17	20	6	32
<b># OF COMPLAINTS DISMISSED</b>										
	#	APT								

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003.
- APT calculated using total processing days.

<b>Number of Complaints Filed Prior to Fiscal Year</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
					<b>TOTAL</b> 115
Pending Complaints Filed Before Fiscal Year	82	126	112	99	69
Number of Individuals	72	109	96	82	4
Number in Investigations	18	52	39	48	17
Number in FAD	7	0	6	10	14
<b>Complaints Pending in Current Fiscal Year</b>					<b>TOTAL</b>
Number of Investigations over 180 days	11	24	26	7	3

**FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION**

		<b>with a hearing</b>		<b>without hearing</b>		<b>with a hearing</b>		<b>without hearing</b>		<b>with a hearing</b>		<b>without hearing</b>		<b>with a hearing</b>		<b>without hearing</b>		<b>with a hearing</b>		<b>without hearing</b>	
		<b>FY 2000</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2004</b>	<b>FY 2000</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2004</b>
	<b>TOTAL</b>	0	0	1	0	1	0	0	0												
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>BASES</b>	Race																				
	Color																				
	National Origin																				
	Sex			1	50																
	Religion																				
	Disability					1	100														
	Age																				
	Reprisal			1	50												1				
	Non-EEO																				
<b>ISSUES</b>	Appointment/ Hire																				
	Assignments of Duties																1				
	Awards																				

Conversion to Full Time																				
Disciplinary Action																				
Demotion																				
Reprimand																				
Suspension																				
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