

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

Bureau of Reclamation: BOR

For 2nd Quarter 2009 for period ending March 31, 2009

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru03-31
	2004	2005	2006	2007	2008	
Number of Complaints Filed	57	61	35	25	34	15
Number of Complainants	47	58	33	24	31	15
Repeat Filers	7	9	3	1	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru03-31
	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	11	11	6	3	12	4
Color	2	2	2	3	8	1
Religion	4	3	1	1	3	1
Reprisal	27	24	18	13	20	8
Sex	19	15	10	12	15	7

National Origin	8	7	8	4	8	1
Equal Pay Act	2	0	0	1	1	0
Age	24	32	11	8	17	7
Disability	9	12	6	4	8	7
Non-EEO	0	0	1	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Appointment/Hire	13	19	6	0	4	2
Assignment of Duties	2	5	1	1	2	1
Awards	2	4	0	0	0	0
Conversion to Full-time	0	0	1	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	2	0	0	1	0
Suspension	2	1	2	3	1	0
Removal	1	1	2	0	0	2
Other	2	1	1	0	0	1
Duty Hours	0	0	0	0	2	0
Evaluation Appraisal	0	0	2	1	8	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	13	8	7	10	24	6
Sexual	2	0	1	3	0	1

Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	1	1	1	2	1
Promotion/Non-Selection	9	11	8	4	6	1
Reassignment						
Denied	0	1	1	0	0	0
Directed	2	1	1	2	3	2
Reasonable Accommodation	5	3	2	2	1	1
Reinstatement	0	0	0	0	0	1
Retirement	1	4	0	0	0	0
Termination	4	3	0	2	3	1
Terms/Conditions of Employment	1	1	4	0	1	0
Time and Attendance	1	0	0	0	1	0
Training	1	0	1	1	0	0
Other	6	7	3	5	3	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru03-31
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	170.47	180.44	221.66	182.12	248.69	222.38
Average number of days in final action	94.10	161.94	103.49	107.26	172.60	98.83

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	168.76	178.59	214.75	170.40	237.20	235.83
Average number of days in final action	44.27	78.00	41.40	39.67	37.71	67.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	172.40	182.78	227.42	189.44	255.88	214.30
Average number of days in final action	155.00	187.77	200.50	223.14	290.62	130.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2009Thru03-31
	2004	2005	2006	2007	2008	
Total Complaints Dismissed by Agency	0	3	8	2	8	6
Average days pending prior to dismissal	0	168	346	186	286	558
Complaints Withdrawn by Complainants						

Total Complaints Withdrawn by Complainants	2	5	7	3	3	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2009Thru03-31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		1	
Without Hearing	0	0	0	0	1	100	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	1	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2009Thru03-31	
	2004		2005		2006		2007		2008			
<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	0		0		1		0		0		1	
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	1	100	0	0	0	0	0	0
Sex	0	0	0	0	1	100	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	1	100	0	0	0	0	1	100
Disability	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		1	
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
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	1	100
Disability	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		0		1		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	1	100	0	0	0	0	0	0
Sex	0	0	0	0	1	100	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	1	100	0	0	0	0	0	0

Examination												
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	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
Retirement	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 Defined	0	0	0	0	1	100	0	0	0	0	0	0
Findings After Hearing	0		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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Overtime)												
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	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
Retirement	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 Defined	0	0	0	0	1	100	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2009Thru03-31						
	2004	2005	2006	2007	2008							
Total complaints from previous Fiscal Years	45	60	81	53	44	47						
Total Complainants	37	51	68	46	36	42						
Number complaints pending												
Investigation	4	2	1	3	1	5						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	9	16	15	11	14	18						

Final Agency Action	0	5	7	5	6	8
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009Thru03- 31
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames	7	13	4	7	5	5