

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

Bureau of Indian Affairs: BIA

For 4th Quarter 2008 for period ending September 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed	1	19	63	55	36	37
Number of Complainants	1	17	55	54	34	33
Repeat Filers	0	2	11	5	6	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	0	10	28	23	9	14
Color	0	3	13	9	0	2
Religion	0	0	2	3	2	3
Reprisal	0	7	27	35	15	18
Sex	0	8	34	26	16	17

National Origin	1	4	13	10	9	3
Equal Pay Act	0	1	4	2	0	0
Age	0	9	24	14	11	9
Disability	0	5	11	6	5	4
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Appointment/Hire	0	0	2	4	7	3
Assignment of Duties	0	3	8	8	3	6
Awards	0	0	1	2	1	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	0	1	4	1	0	2
Suspension	0	1	2	2	3	0
Removal	0	0	0	1	1	1
Other	0	0	2	0	6	2
Duty Hours	0	0	1	1	0	0
Evaluation Appraisal	0	0	2	3	3	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	1	7	25	10	0	5
Sexual	0	2	10	14	2	4

Medical Examination	0	0	1	0	0	0
Pay (Including Overtime)	0	0	4	2	0	0
Promotion/Non-Selection	0	6	13	13	4	4
Reassignment						
Denied	0	0	1	0	0	1
Directed	0	3	2	2	2	0
Reasonable Accommodation	0	2	2	4	0	0
Reinstatement	0	0	0	0	1	0
Retirement	0	0	1	0	0	0
Termination	0	3	14	13	3	5
Terms/Conditions of Employment	0	3	5	3	0	0
Time and Attendance	0	1	2	3	0	0
Training	0	1	4	10	1	1
Other	0	3	1	5	5	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation	228.00	404.83	290.88	359.91	458.27	505.41
Average number of days in final action	0	0	0	323.86	233.62	168.29

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	228.00	465.00	288.83	329.68	420.53	505.94
Average number of days in final action	0	0	0	40.50	0	15.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	228.00	374.75	293.33	383.53	481.18	505.13
Average number of days in final action	0	0	0	437.20	323.17	387.29
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency	0	0	0	2	3	2
Average days pending prior to dismissal	0	0	0	883	304	413
Complaints Withdrawn by Complainants						

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	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2008Thru09-30					
	Previous Fiscal Year Data											
	2003	2004	2005	2006	2007							
Total complaints from previous Fiscal Years	3	4	23	86	110	105						
Total Complainants	2	3	20	73	99	97						
Number complaints pending												
Investigation	0	0	4	15	19	23						
ROI issued, pending Complainant's action	0	0	1	1	1	0						
Hearing	0	0	4	15	19	23						
Final Agency Action	2	0	5	15	17	28						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
Complaint	Comparative Data											

	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	1	3	13	30	26	42