

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

Bureau of Indian Affairs: BIA

For 4th Quarter 2009 for period ending September 30, 2009

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Number of Complaints Filed	19	63	55	37	42	44
Number of Complainants	17	54	53	36	38	38
Repeat Filers	2	10	5	6	3	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	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	10	28	23	9	16	9
Color	3	13	9	0	2	5
Religion	0	2	3	2	3	1
Reprisal	7	27	35	19	20	21

Sex	8	34	26	17	20	19
National Origin	4	13	10	9	4	5
Equal Pay Act	1	4	2	0	0	0
Age	9	24	14	12	11	15
Disability	5	11	6	6	5	8
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
<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	0	2	4	6	3	5
Assignment of Duties	3	8	8	4	6	2
Awards	0	1	2	1	1	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	1	4	1	0	2	1
Suspension	1	2	2	3	0	1
Removal	0	0	1	1	1	4
Other	0	2	0	6	2	0
Duty Hours	0	1	1	0	0	3
Evaluation Appraisal	0	2	4	3	4	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	25	10	2	6	1

Sexual	2	10	13	3	4	4
Medical Examination	0	1	0	0	0	0
Pay (Including Overtime)	0	4	2	0	0	0
Promotion/Non-Selection	6	13	12	4	6	10
Reassignment						
Denied	0	1	0	0	1	0
Directed	3	2	2	2	0	2
Reasonable Accommodation	2	2	4	0	0	1
Reinstatement	0	0	0	1	0	0
Retirement	0	1	0	0	0	0
Termination	3	14	13	4	7	7
Terms/Conditions of Employment	3	5	3	0	1	1
Time and Attendance	1	2	3	0	0	3
Training	1	4	10	1	1	0
Other	3	1	4	7	1	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	249.17	168.85	261.91	342.36	362.20	271.08
Average number of days in final action	0	0	377.71	257.60	152.32	332.13
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	0	65.94	107.52	165.17	137.78	22.88						
Average number of days in final action	0	0	40.50	20.67	11.20	110.57						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	373.75	292.33	382.53	475.25	511.81	436.54						
Average number of days in final action	0	0	512.60	332.42	309.11	396.75						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
Total Complaints Dismissed by Agency	0	0	2	4	1						2	
Average days pending prior to dismissal	0	0	882	327	178						988	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	0	2	5	0						2	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number	0		0		0		0		0		3	

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	0	0
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		0		0		0		3	
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	3	100
Sex	0	0	0	0	0	0	0	0	0	0	1	33
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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		3	

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
Findings After Hearing	0		0		0		0		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	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
Evaluation 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												

Employment												
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						2009Thru09-30					
	Previous Fiscal Year Data											
	2004	2005	2006	2007	2008							
Total complaints from previous Fiscal Years	4	23	86	110	102	117						
Total Complainants	3	20	72	98	94	107						
Number complaints pending												
Investigation	0	4	15	19	23	26						
ROI issued, pending Complainant's action	0	1	1	1	0	1						
Hearing	4	11	24	29	31	43						
Final Agency Action	0	4	14	9	18	8						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
Complaint Investigations	Comparative Data						2009Thru09-30					
	Previous Fiscal Year Data											
	2004	2005	2006	2007	2008							
Pending Complaints Where Investigations Exceed Required Time Frames	3	13	29	22	35	54						