

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

Bureau of Land Management:BLM

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	32	38	50	44	50	40
Number of Complainants	30	33	46	44	47	40
Repeat Filers	3	4	8	1	4	0
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	5	10	12	12	15	11
Color	1	2	3	3	8	1
Religion	0	1	5	3	3	3
Reprisal	12	16	24	23	22	21

Sex	13	19	18	16	23	17
National Origin	6	8	8	7	6	5
Equal Pay Act	1	1	1	0	0	0
Age	13	19	19	14	24	18
Disability	6	10	12	10	11	7
Non-EEO	0	0	2	1	2	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	6	8	10	7	19	5
Assignment of Duties	4	6	5	4	6	6
Awards	0	3	4	0	0	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	0	1	2	1	2
Suspension	1	0	0	1	3	1
Removal	0	0	0	1	1	0
Other	1	0	0	1	0	0
Duty Hours	0	0	2	5	0	0
Evaluation Appraisal	0	3	3	3	3	2
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	8	21	17	24	18	23

Sexual	1	0	1	0	1	2
Medical Examination	0	0	0	0	1	0
Pay (Including Overtime)	0	1	1	2	1	0
Promotion/Non-Selection	4	5	9	7	5	4
Reassignment						
Denied	0	0	1	1	1	0
Directed	2	1	1	0	1	1
Reasonable Accommodation	1	0	1	2	2	3
Reinstatement	0	0	0	0	1	0
Retirement	0	1	0	0	0	0
Termination	1	1	0	4	1	3
Terms/Conditions of Employment	3	0	1	1	6	5
Time and Attendance	0	0	0	3	1	2
Training	0	0	2	2	2	2
Other	3	1	1	3	0	0
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	127.78	120.44	146.06	169.32	130.50	112.65
Average number of days in final action	43.00	172.23	247.71	139.18	181.76	370.00
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	82.80	51.85	90.27	70.42	16.77	11.71						
Average number of days in final action	43.00	66.33	29.83	47.45	24.40	.67						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	184.00	167.37	195.16	236.43	181.48	193.40						
Average number of days in final action	0	204.00	366.55	230.91	324.82	458.64						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
Total Complaints Dismissed by Agency	0	3	9	8	10	2						
Average days pending prior to dismissal	0	157	262	185	243	304						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	4	2	2	7	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number	0	1	1	3	1	2						

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	1	100	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											
	Previous Fiscal Year Data					2009Thru09-30						
	2004	2005	2006	2007	2008							
Total complaints from previous Fiscal Years	23	49	46	64	67	61						
Total Complainants	19	43	38	55	63	56						
Number complaints pending												
Investigation	0	1	2	2	2	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	12	8	7	14	9	17						
Final Agency Action	1	4	6	13	17	6						

Appeal with EEOC Office of Federal Operations	0	0	1	1	0	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009Thru09- 30
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames	2	2	9	5	3	4