

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

Bureau of Reclamation: BOR

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	57	61	35	25	34	30
Number of Complainants	47	58	33	24	31	29
Repeat Filers	7	9	3	1	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	11	11	6	3	12	5
Color	2	2	2	3	8	1
Religion	4	3	1	1	3	3
Reprisal	27	24	18	13	20	16

Sex	19	15	10	12	15	9
National Origin	8	7	8	4	8	4
Equal Pay Act	2	0	0	1	1	0
Age	24	32	11	8	17	10
Disability	9	12	6	4	8	9
Non-EEO	0	0	1	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	13	19	6	0	4	3
Assignment of Duties	2	5	1	1	2	3
Awards	2	4	0	0	1	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	1
Removal	1	1	2	0	0	2
Other	2	1	1	0	0	2
Duty Hours	0	0	0	0	2	0
Evaluation Appraisal	0	0	2	1	8	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	13	8	7	10	24	12

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	4
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	1
Time and Attendance	1	0	0	0	1	0
Training	1	0	1	1	0	1
Other	6	7	3	5	3	3
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	135.97	135.85	173.41	139.08	181.00	115.71
Average number of days in final action	86.00	234.29	121.26	136.10	203.38	136.75
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	104.71	99.41	109.80	63.00	65.40	0						
Average number of days in final action	44.27	78.00	41.40	39.67	37.57	43.57						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	171.40	181.78	226.42	189.80	263.57	183.21						
Average number of days in final action	137.00	282.38	232.17	280.75	332.33	209.22						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
Total Complaints Dismissed by Agency	0	3	8	2	8	7						
Average days pending prior to dismissal	0	167	345	185	285	515						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	5	7	3	3	2						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number	0		0		1		0		0		1	

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												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		1		0		0		0	

Accommodation												
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						2009Thru09-30					
	Previous Fiscal Year Data											
	2004	2005	2006	2007	2008							
Total complaints from previous Fiscal Years	45	60	81	51	41	43						
Total Complainants	37	51	68	45	34	39						
Number complaints pending												
Investigation	4	2	1	3	1	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	9	16	15	10	13	12						
Final Agency Action	0	12	7	3	4	0						
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	7	13	4	7	5	3
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