

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Bureau of Reclamation: BOR (and below)

For 2nd Quarter 2012 for period ending March 31, 2012

Mixed Cases are Included in this report

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	25	34	30	24	35	27
Number of Complainants	24	31	29	23	35	27
Repeat Filers	1	3	1	1	0	0
<p>1. Number of complaints: This is based on the number of complaints filed during the Fiscal Year.</p> <p>2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year.</p> <p>3. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year.</p> <p style="text-align: center;">Complaints by Basis</p> <p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p>	Comparative Data					2012 Thru 03-31
	Previous Fiscal Year Data					
		2007	2008	2009	2010	
Race	3	12	5	4	7	4
Color	3	8	1	2	2	0
Religion	1	3	3	0	2	1

Reprisal	0	0	0	0	0	15
Sex	12	15	9	9	12	11
PDA	0	0	0	0	0	0
National Origin	4	8	4	2	5	1
Equal Pay Act	1	1	0	0	0	0
Age	8	17	11	6	8	9
Disability	4	8	9	7	8	7
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	2	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	0	4	3	3	4	2
Assignment of Duties	1	2	2	1	1	1
Awards	0	1	0	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	1	0	1	2	1
Suspension	3	1	1	0	1	0
Removal	0	0	2	0	0	0
Other	0	0	2	1	3	3
Duty Hours	0	2	0	0	0	0
Evaluation Appraisal	1	8	2	1	2	0

Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	10	24	13	9	16	16
Sexual	3	0	1	2	2	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	2	1	0	0	1
Promotion/Non-Selection	4	6	4	3	6	5
Reassignment						
Denied	0	0	1	0	0	0
Directed	2	3	2	1	0	0
Reasonable Accommodation	2	1	1	0	1	1
Reinstatement	0	0	1	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	3	1	5	2	0
Terms/Conditions of Employment	0	1	1	1	1	0
Time and Attendance	0	1	0	0	0	0
Training	1	0	1	1	2	1
Other	5	3	2	2	2	3
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	180.27	255.13	186.93	221.67	231.00	165.59
Average number of days in final action	129.62	203.38	136.75	138.07	86.44	246.00

Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	169.56	236.20	197.20	210.27	322.73	178.00						
Average number of days in final action	36.62	37.57	43.57	157.67	19.71	199.67						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	187.69	269.69	174.08	227.36	174.94	160.42						
Average number of days in final action	280.75	332.33	209.22	125.00	138.33	301.60						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2012Thru03-31	
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	2	8	7	2	2	2						
Average days pending prior to dismissal	185	285	515	200	85	131						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	3	2	2	3	3						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012Thru03-31	
	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		1		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	1	100	0	0	1	100	1	100
Findings of	Comparative Data											

National Origin	0	0	0	0	0	0	0	0	0	1	100	0	0
Equal Pay Act	0	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	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	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	0
Findings Without Hearing	0		0		0		0		0		0		0
Race	0	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	0
Religion	0	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	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	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	0
Equal Pay Act	0	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	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	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	0
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2012Thru03-31		
	2007		2008		2009		2010		2011				
	#	%	#	%	#	%	#	%	#	%	#	%	#
Total Number Findings	0		0		1		0		1		1		

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	1	100	0	0
Findings After Hearing	0		0		1		0		1		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												
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												
Non-Sexual	0	0	0	0	1	100	0	0	1	100	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												

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	0	0
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2012Thru03-31					
	Previous Fiscal Year Data											
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	52	41	43	37	33	35						
Total Complainants	46	34	39	35	32	34						
Number complaints pending												

Investigation	3	1	1	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	8	11	9	12	5	9
Final Agency Action	8	6	3	3	6	6
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	4
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	6	3	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status:

Number of Complaints Pending Investigation: This represents the date an investigation started through the end of the Fiscal Year.

ROI Issued, Pending complainant's action: This represents the date an Investigation ended through the end of the Fiscal Year.

Number of Complaints Pending Hearing: This represents the date a Hearing Request was received through the end of the Fiscal Year.

Final Agency Action: This represents the date a Request for a Final Agency Decision (FAD) is received through the end of the Fiscal Year.

Appeal with EEOC Office of Federal Operations: This represents the number of complainants who filed Appeals with the EEOC, Office of Federal Operations.