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

Bureau of Land Management: BLM (includes sub-level offices)

For 1st Quarter 2024 for period ending December 31, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pi	revious Fiscal Year Da	ta		2024 Thru: 12-21
	2019	2020	2021	2022	2023	2024 Thru 12-31
Number of Complaints Filed	47	44	47	39	53	8
Number of Complainants	44	39	43	34	52	8
Repeat Filers	3	5	4	5	1	0

Dowt 2 Communicate by Books						
Part 2 Complaints by Basis		Pı	revious Fiscal Year Da	ata		2024 There
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 Thru 12-31
Race	10	10	13	7	12	1
Color	6 5 3		3	5	0	
Religion	3	1	1	8	1	0
Reprisal	23	19	19 26		28	1
Sex	22	19	26	17	25	4
PDA	0	1	1	0	0	0
National Origin	6	2	7	5	5	0
Equal Pay Act	1	0	2	1	1	0
Age	23	17	20	11	22	2
Disability	13	18	20	16	30	3
Genetics	0	0	0	2	2	0
Non-EEO	1	1	2	0	1	0

Part 3 Complaints By Issue			Compar	ative Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions. The reporting of Reassignment Claims has been changed from two separate Denied and Directed		Previ	ous Fiscal Yea	r Data		2024 Thru 12-31
rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.	2019	2020	2021	2022	2023	
Appointment/Hire	7	8	10	3	5	1
Assignment of Duties*	0	0	0	0	0	0
Awards	1	1	2	2	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action		•	•	•	•	
Demotion	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0
Suspension	2	4	3	2	3	0
Removal	2	3	1	1	0	0
Other Disciplinary Actions**	2	2	9	7	2	0
Other 2**	0	0	0	0	0	0
Outy Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	5	6	8	4	9	0
Examination/Test	0	0	1	0	1	0
Harassment					•	
Non-Sexual	31	21	32	28	35	3
Sexual	1	2	2	0	1	1
Medical Examination	0	0	0	1	2	0
Pay including overtime	3	0	5	2	3	0
Promotion/Non-Selection	4	4	8	4	3	1
Reassignment					•	
Reassignment: Denied/Directed	2	4	1	2	3	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	5	9	8	7	11	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	3	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Гelework	0	1	3	4	1	0
Termination	3	8	4	9	3	0
Terms/Conditions of Employment*	0	0	0	0	0	0
Fime and Attendance	1	4	3	3	3	0
Training	3	4	1	3	3	0
Other Terms/Conditions of Employment*	11	12	12	14	18	3
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

		Comparative Data										
Part 4 Processing Time		Pı	revious Fiscal Year Da	ta		2024 Thur. 12 21						
	2019	2020	2021	2022	2023	2024 Thru 12-31						
Complaints pending during fiscal year												
Average number of days in investigation	201.91	176.40	193.21	176.70	151.37	221.00						
Average number of days in final action	37.97	132.00 93.69		50.88	78.17	234.00						
Complaints pending during fiscal year where hearing	ng was requested											
Average number of days in investigation	222.50	203.10	187.16	201.32	134.08	208.50						
Average number of days in final action	27.24	91.00	23.17	40.43	24.14	15.00						
Complaints pending during fiscal year where hearing	ng was not requested											
Average number of days in investigation	198.35	155.57	174.24	140.17	164.59	223.50						
Average number of days in final action	71.69	185.80	127.35	61.57	132.67	453.00						

	Comparative Data											
Part 5 Complaints Dismissed by Agency												
	2019	2020	2021	2022	2023	2024 Thru 12-31						
Part 5 Complaints Dismissed by Agency	4	0	1	3	1	0						
Average days pending prior to dismissal	96.75	0.00	148	37.67	88	0.00						
	Complaints Withd	rawn by Complair	nants			•						
Total Complaints Withdrawn by Complainants	1	4	4	5	0	0						

	Comparative Data												
Part 6 Total Final Agancy Actions Finding Discrimination				Pre	vious Fis	cal Year	Data				202	4 Thru	
Part 6 Total Final Agency Actions Finding Discrimination	20	2019		020	20	021	20	022	20)23		2-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		3		4		1		0		0		
Without Hearing	0	0	1	33	4	100	1	100	0	0	0	0	
With Hearing	0	0	2	67	0	0	0	0	0	0	0	0	

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pr	evious Fis	cal Year Da	ta				2024	1 Thru
Note: Complaints can be filed alleging multiple bases.	2019		20	2020)21	20)22	2023		12	2-31
The sum of the bases may not equal total complaints and findings.	#	# % # %		%	# %		#	%	#	%	#	%
Total Number Findings	0		3		4		1		0		0	
Race	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	33.33	3	75.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	2	66.67	2	50.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	2	66.67	1	25.00	1	100.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings After Hearing	0		2		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	0		1		4		1		0		0	
Race	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00

Color	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	3	75.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	100.00	2	50.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	25.00	1	100.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

					(Compar	ative D	ata				
				Previ	ous Fis	cal Yea	r Data				2024 T	hru 12-31
Part 8 Finding of Discrimination Rendered by Issue	20)19	20)20	20)21	20)22	20	23		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		4		1		0		0	
Appointment/Hire	0	0	0	0	1	25	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/Perm Status*	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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
Perf. Eval. / 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	'		•	•								
Sexual	0	0	0	0	1	25	0	0	0	0	0	0
Non-Sexual	0	0	1	33	1	25	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	1	33	0	0	0	0	0	0	0	0
Reassignment	'					1						
Reassignment: Denied/Directed	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 Disability	0	0	0	0	1	25	1	100	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	1	25	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 Terms/Conditions of Employment*	0	0	1	33	1	25	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		2		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
		0		0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	U	0					U			U	
Disciplinary Action			l 0					_			_	
Demotion 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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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
Perf. Eval. / 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						_			_			
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	1	50	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												_
Reassignment: Denied/Directed	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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Terms/Conditions of Employment*	0	0	1	50	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0		1			4		1		0		0	
Appointment/Hire	0	0	0		0	1	25	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/Perm Status*	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 Disciplinary Actions**	0	0	0		0	0	0	0	0	0	0	0	0
Other 2**	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
Perf. Eval. / 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	·		·	•	•								
Sexual	0	0	0		0	1	25	0	0	0	0	0	0
Non-Sexual	0	0	0		0	1	25	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	1		100	0	0	0	0	0	0	0	0
Reassignment	·			•	•								
Reassignment: Denied/Directed	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 Disability	0	0	0		0	1	25	1	100	0	0	0	0
Reinstatement*	0	0	0		0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0		0	0	0	0	0	0	0	0	0
Telework	0	0	0		0	1	25	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 Terms/Conditions of Employment*	0	0	0		0	1	25	0	0	0	0	0	0
User Defined - Other 1*	0	0	0		0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0		0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0		0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	\top	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data							
		2024 Thru						
	2019	2020	2021	2022	2023	12-31		
Total complaints from previous Fiscal Years	55	54	32	26	22	64		
Total Complainants	49	49	27	23	19	59		
Number complaints pending								
Investigation	0	0	0	0	0	10		
ROI issued, pending Complainant's action	1	1	0	0	0	12		
Hearing	47	50	27	17	7	14		
Final Agency Action	6	2	2	8	11	24		
Appeal with EEOC Office of Federal Operations	13	9	10	11	10	11		

Part 10 Complaint Investigations	Comparative Data						
		2024 Thru					
	2019	2020	2021	2022	2023	12-31	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	1	0	0	1	