

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

Bureau of Reclamation: BOR (includes sub-level offices)

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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	37	46	22	30	22	8
Number of Complainants	37	46	22	30	21	8
Repeat Filers	0	0	0	0	1	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	8	4	4	6	7	0
Color	1	2	1	4	2	0
Religion	1	1	1	0	1	2
Reprisal	15	32	17	15	15	2
Sex	11	13	9	6	4	1
PDA	0	0	0	0	0	0
National Origin	6	2	2	4	4	3
Equal Pay Act	0	0	0	0	0	0
Age	19	17	7	9	9	5
Disability	7	17	10	13	13	4
Genetics	0	0	0	0	0	0
Non-EEO	3	8	0	0	0	2

Part 3 Complaints By Issue	Comparative Data					
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><i>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.</i></p>	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Appointment/Hire	6	7	4	1	0	1
Assignment of Duties*	6	6	3	4	0	0
Awards	1	0	1	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	0	0
Reprimand**	3	1	1	1	0	0
Suspension	2	2	1	2	1	0
Removal	0	9	1	1	0	0
Other Disciplinary Actions**	0	0	0	0	4	0
Other 2**	0	0	0	0	0	0
Duty Hours*	1	1	1	0	0	0
Perf. Eval./ Appraisal	2	6	3	4	4	1
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	18	26	10	19	16	2
Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	2	1	0
Pay including overtime	0	0	0	3	2	1
Promotion/Non-Selection	2	13	2	4	4	3
Reassignment						
Reassignment: Denied/Directed	1	2	0	0	2	0
Directed	0	1	0	0	0	0
Reasonable Accommodation Disability	1	10	3	5	6	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	0	0
Retirement*	0	0	2	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	1	0	4	0	0
Termination	3	3	2	2	4	0
Terms/Conditions of Employment*	5	6	0	1	0	0
Time and Attendance	2	7	2	2	4	0
Training	0	0	0	1	1	0
Other Terms/Conditions of Employment*	0	0	0	0	6	0
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

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	1	25.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	2	100.00	4	100.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	1	25.00	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	0	0.00	2	50.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	50.00	3	75.00	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

Findings Without Hearing	0		2		4		0		0		0	
Appointment/Hire	0	0	2	100	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/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	1	25	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	0	0	3	75	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	3	75	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	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	1	25	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	1	25	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	38	46	33	12	7	24
Total Complainants	36	44	33	11	6	20
Number complaints pending						
Investigation	6	3	1	0	0	11
ROI issued, pending Complainant's action	2	1	0	0	3	4
Hearing	28	32	31	9	3	5
Final Agency Action	3	9	1	2	4	6
Appeal with EEOC Office of Federal Operations	2	10	18	10	8	11

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	6	1	1	1	0	0