

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

Bureau of Reclamation: BOR (Includes Sub-Level Offices)

For 2nd Quarter 2024 for period ending March 31, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	37	46	22	30	22	12
Number of Complainants	37	46	22	30	21	12
Repeat Filers	0	0	0	0	1	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	
Race	8	4	4	6	7	0
Color	1	2	1	4	2	2
Religion	1	1	1	0	1	2
Reprisal	15	32	17	15	15	8
Sex	11	13	9	6	4	3
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	6
Disability	7	17	10	13	13	6
Genetics	0	0	0	0	0	0
Non-EEO	3	8	0	0	0	2

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Appointment/Hire	6	7	4	1	0	2
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	1
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	3
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	18	26	10	19	16	8
Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	2	1	0
Pay including overtime	0	0	0	3	2	0
Promotion/Non-Selection	2	13	2	4	4	2
Reassignment						
Reassignment: Denied/Directed	1	2	0	0	2	0
Directed	0	1	0	0	0	0
Reasonable Accommodation Disability	1	10	3	0	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	2
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	2
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

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 03-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	38	46	33	12	7	22
Total Complainants	36	44	33	11	6	18
Number complaints pending						
Investigation	6	3	1	0	0	4
ROI issued, pending Complainant's action	2	1	0	0	3	4
Hearing	28	32	31	9	3	8
Final Agency Action	3	9	1	2	4	10
Appeal with EEOC Office of Federal Operations	2	10	18	10	8	10

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	6	1	1	1	0	1