

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

Bureau of Indian Affairs:BIA (Includes Sub-Level Offices)

For 1st Quarter 2025 for period ending December 31, 2024

| Part 1 Complaint Activity  | Comparative Data          |      |      |      |      |                 |
|----------------------------|---------------------------|------|------|------|------|-----------------|
|                            | Previous Fiscal Year Data |      |      |      |      | 2025 Thru 12-31 |
|                            | 2020                      | 2021 | 2022 | 2023 | 2024 |                 |
| Number of Complaints Filed | 15                        | 24   | 16   | 12   | 32   | 6               |
| Number of Complainants     | 15                        | 24   | 16   | 12   | 28   | 6               |
| Repeat Filers              | 0                         | 0    | 0    | 0    | 4    | 0               |

| Part 2 Complaints by Basis  | Comparative Data          |      |      |      |      |                 |
|---|---------------------------|------|------|------|------|-----------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2025 Thru 12-31 |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2020                      | 2021 | 2022 | 2023 | 2024 |                 |
| Race  | 3                         | 9    | 4    | 3    | 8    | 2               |
| Color   | 0                         | 3    | 1    | 3    | 6    | 0               |
| Religion  | 0                         | 2    | 0    | 0    | 1    | 0               |
| Reprisal  | 9                         | 20   | 7    | 4    | 17   | 0               |
| Sex   | 1                         | 6    | 3    | 4    | 13   | 2               |
| PDA   | 1                         | 0    | 0    | 0    | 0    | 0               |
| National Origin   | 0                         | 6    | 1    | 0    | 3    | 0               |
| Equal Pay Act   | 0                         | 0    | 0    | 0    | 0    | 0               |
| Age   | 5                         | 7    | 2    | 5    | 8    | 1               |
| Disability  | 2                         | 8    | 3    | 1    | 11   | 2               |
| Genetics  | 0                         | 0    | 0    | 0    | 0    | 0               |
| Non-EEO   | 0                         | 1    | 1    | 0    | 0    | 0               |

| Part 3 Complaints By Issue  | Comparative Data          |      |      |      |      |                    |
|---|---------------------------|------|------|------|------|--------------------|
| <p>Note: Complaints can be filed alleging multiple bases.<br/>The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with:<br/>* are reported under Other Terms / Conditions of Employment.<br/>** 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 |      |      |      |      | 2025 Thru<br>12-31 |
|   | 2020                      | 2021 | 2022 | 2023 | 2024 |                    |
| Appointment/Hire  | 1                         | 3    | 4    | 0    | 0    | 2                  |
| Assignment of Duties*   | 2                         | 3    | 2    | 0    | 0    | 0                  |
| Awards  | 1                         | 1    | 0    | 0    | 0    | 0                  |
| Conversion to Full Time/Perm Status*  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Disciplinary Action   |                           |      |      |      |      |                    |
| Demotion  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Reprimand**   | 2                         | 0    | 0    | 0    | 0    | 0                  |
| Suspension  | 1                         | 0    | 0    | 0    | 1    | 0                  |
| Removal   | 0                         | 1    | 0    | 0    | 0    | 0                  |
| Other Disciplinary Actions**  | 0                         | 0    | 0    | 1    | 1    | 0                  |
| Other 2**   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Duty Hours*   | 0                         | 0    | 1    | 0    | 0    | 0                  |
| Perf. Eval./ Appraisal  | 1                         | 3    | 1    | 1    | 0    | 1                  |
| Examination/Test  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Harassment  |                           |      |      |      |      |                    |
| Non-Sexual  | 4                         | 15   | 7    | 4    | 19   | 2                  |
| Sexual  | 1                         | 0    | 0    | 0    | 1    | 1                  |
| Medical Examination   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Pay including overtime  | 0                         | 1    | 0    | 0    | 1    | 0                  |
| Promotion/Non-Selection   | 0                         | 3    | 0    | 0    | 3    | 0                  |
| Reassignment  |                           |      |      |      |      |                    |
| Reassignment: Denied/Directed   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Directed  | 1                         | 1    | 0    | 0    | 0    | 0                  |
| Reasonable Accommodation Disability   | 1                         | 2    | 0    | 0    | 4    | 0                  |
| Reinstatement*  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Religious Accommodation   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Retirement*   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Sex-Stereotyping  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Telework  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Termination   | 0                         | 4    | 2    | 0    | 1    | 0                  |
| Terms/Conditions of Employment*   | 2                         | 5    | 2    | 0    | 0    | 0                  |
| Time and Attendance   | 1                         | 0    | 0    | 0    | 1    | 0                  |
| Training  | 0                         | 2    | 0    | 0    | 0    | 0                  |
| Other Terms/Conditions of Employment*   | 0                         | 0    | 0    | 6    | 8    | 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 |     | 0 |   | 1 |     | 0 |   | 0 |   |
| Appointment/Hire                      | 0 | 0 | 0 | 0   | 0 | 0 | 1 | 100 | 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   | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 |
| Non-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                          |   |   |   |     |   |   |   |     |   |   |   |   |
| 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 | 2 | 100 | 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   | 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 |      |      |      |      | 2025 Thru<br>12-31 |
|  | 2020                      | 2021 | 2022 | 2023 | 2024 |                    |
| Total complaints from previous Fiscal Years                    | 29                        | 17   | 16   | 14   | 17   | 47                 |
| Total Complainants   | 29                        | 17   | 16   | 13   | 16   | 39                 |
| Number complaints pending                                      |                           |      |      |      |      |                    |
| Investigation  | 0                         | 0    | 0    | 0    | 0    | 15                 |
| ROI issued, pending Complainant's action                       | 0                         | 0    | 0    | 0    | 0    | 1                  |
| Hearing  | 22                        | 16   | 13   | 8    | 6    | 10                 |
| Final Agency Action  | 7                         | 1    | 3    | 7    | 13   | 20                 |
| Appeal with EEOC Office of Federal Operations                  | 5                         | 9    | 4    | 3    | 5    | 4                  |

| Part 10 Complaint Investigations                                    | Comparative Data          |      |      |      |      |                    |
|---|---------------------------|------|------|------|------|--------------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2025 Thru<br>12-31 |
|   | 2020                      | 2021 | 2022 | 2023 | 2024 |                    |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0                         | 3    | 0    | 1    | 0    | 0                  |