

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

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

For 2nd Quarter 2025 for period ending March 31, 2025

Notes:

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.

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.

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Number of Complaints Filed	15	24	16	12	32	13
Number of Complainants	15	24	16	12	28	12
Repeat Filers	0	0	0	0	4	1

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Race	3	9	4	3	8	5
Color	0	3	1	3	6	3
Religion	0	2	0	0	1	0
Reprisal	9	20	7	4	17	4
Sex	1	6	3	4	13	4
PDA	1	0	0	0	0	0
National Origin	0	6	1	0	3	2
Equal Pay Act	0	0	0	0	0	1
Age	5	7	2	5	8	3
Disability	2	8	3	1	11	6
Genetics	0	0	0	0	0	0
Non-EEO	0	1	1	0	0	0

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
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
Disciplinary Action: Reprimand**	2	0	0	0	0	0
Disciplinary Action: Suspension	1	0	0	0	1	0
Disciplinary Action: Removal	0	1	0	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	1	1	1
Disciplinary Action: 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	6
Harassment: Sexual	1	0	0	0	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	0	0	1	1
Promotion/Non-Selection	0	3	0	0	3	1
Reassignment: Denied/Directed	0	0	0	0	0	0
Reassignment: 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	1
Training	0	2	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	6	8	1

Part 9 Complaints Pending from Previous FY By Status

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Total complaints from previous Fiscal Years	29	17	16	14	17	39
Total Complainants	29	17	16	13	16	33
Complaints Pending Investigation	0	0	0	0	0	6
ROI issued, pending Complainant's action	0	0	0	0	0	4
Complaints Pending in Hearing	22	16	13	8	6	10
Complaints Pending Final Agency Action	7	1	3	7	13	18
Complaints Pending Appeal with EEOC Office of Federal Operations	5	9	4	3	5	4

Part 10 Complaint Investigations

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Pending Complaints Where Investigations Exceed Required Time Frames	0	3	0	1	0	1