

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

Bureau of Land Management:BLM (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 | 44 | 47 | 39 | 53 | 47 | 31 |
| Number of Complainants | 39 | 43 | 34 | 52 | 46 | 29 |
| Repeat Filers | 5 | 4 | 5 | 1 | 1 | 2 |

| Part 2 Complaints by Basis | | | | | | |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 (thru 03-31) |
| Race | 10 | 13 | 7 | 12 | 10 | 6 |
| Color | 5 | 3 | 3 | 5 | 5 | 2 |
| Religion | 1 | 1 | 8 | 1 | 2 | 2 |
| Reprisal | 19 | 26 | 23 | 28 | 21 | 24 |
| Sex | 19 | 26 | 17 | 25 | 20 | 11 |
| PDA | 1 | 1 | 0 | 0 | 0 | 1 |
| National Origin | 2 | 7 | 5 | 5 | 4 | 1 |
| Equal Pay Act | 0 | 2 | 1 | 1 | 0 | 0 |
| Age | 17 | 20 | 11 | 22 | 15 | 5 |
| Disability | 18 | 20 | 16 | 30 | 23 | 18 |
| Genetics | 0 | 0 | 2 | 2 | 0 | 0 |
| Non-EEO | 1 | 2 | 0 | 1 | 0 | 0 |

| Part 3 Complaints By Issue | | | | | | |
|---|---------|---------|---------|---------|---------|----------------------|
| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 (thru 03-31) |
| Appointment/Hire | 8 | 10 | 3 | 5 | 4 | 0 |
| Assignment of Duties* | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 1 | 2 | 2 | 1 | 1 | 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** | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Suspension | 4 | 3 | 2 | 3 | 0 | 4 |
| Disciplinary Action: Removal | 3 | 1 | 1 | 0 | 0 | 2 |
| Disciplinary Action: Other Disciplinary Actions** | 2 | 9 | 7 | 2 | 2 | 2 |
| Disciplinary Action: Other 2** | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours* | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 6 | 8 | 4 | 9 | 4 | 4 |
| Examination/Test | 0 | 1 | 0 | 1 | 0 | 0 |
| Harassment: Non-Sexual | 21 | 32 | 28 | 35 | 20 | 15 |
| Harassment: Sexual | 2 | 2 | 0 | 1 | 2 | 0 |
| Medical Examination | 0 | 0 | 1 | 2 | 0 | 0 |
| Pay including overtime | 0 | 5 | 2 | 3 | 3 | 0 |
| Promotion/Non-Selection | 4 | 8 | 4 | 3 | 9 | 4 |
| Reassignment: Denied/Directed | 4 | 1 | 2 | 3 | 0 | 5 |
| Reassignment: Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 9 | 8 | 7 | 11 | 5 | 3 |
| Reinstatement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 3 | 0 | 0 | 0 |
| Retirement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 1 | 3 | 4 | 1 | 0 | 1 |
| Termination | 8 | 4 | 9 | 3 | 2 | 1 |
| Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 4 | 3 | 3 | 3 | 1 | 0 |
| Training | 4 | 1 | 3 | 3 | 0 | 0 |
| Other Terms/Conditions of Employment* | 12 | 12 | 14 | 18 | 15 | 11 |

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 | 54 | 32 | 26 | 22 | 41 | 62 |
| Total Complainants | 49 | 27 | 23 | 19 | 39 | 58 |
| Complaints Pending Investigation | 0 | 0 | 0 | 0 | 0 | 2 |
| ROI issued, pending Complainant's action | 1 | 0 | 0 | 0 | 0 | 2 |
| Complaints Pending in Hearing | 50 | 27 | 17 | 7 | 11 | 28 |
| Complaints Pending Final Agency Action | 2 | 2 | 8 | 11 | 26 | 29 |
| Complaints Pending Appeal with EEOC Office of Federal Operations | 9 | 10 | 11 | 10 | 6 | 7 |

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 | 1 | 0 | 0 | 0 | 0 |