

# Equal Employment Opportunity Data Posted Pursuant to the No FEAR

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

For 4th Quarter 2025 for period ending September 30, 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

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	15	24	16	12	32	24
Number of Complainants	15	24	16	12	28	23
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 09-30)
Race	3	9	4	3	8	8
Color	0	3	1	3	6	3
Religion	0	2	0	0	1	1
Reprisal	9	20	7	4	17	7
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	6
Disability	2	8	3	1	11	9
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 09-30)
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	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	12
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	3
Reassignment: Denied/Directed	0	0	0	0	0	0
Reassignment: Directed	1	1	0	0	0	0
Reasonable Accommodation	1	2	0	0	4	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
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	1
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	2

#### Part 4 Processing Time (Complaints Pending During FY)

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	175.92	318.67	260.85	211.45	236.83	262.31
Average days in Final Action for all cases pending during FY	90.45	113.76	32.07	66.8	11.5	62.11
Average days in Investigation with	168.55	314.3	215.26	177.5	268	264.20
Average days in Final Action with	21.29	92.71	0.14	15.63	0	3.17
Average Days in Investigation without Hearing	182.92	337.57	243.63	230.86	219.1	259.73
Average Days in Final Action without Hearing	211.5	125.4	64	271.5	46	257.50

## Part 5 Complaints Dismissed or Withdrawn

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by	2	1	2	0	1	0
Average Days Pending Prior to Dismissal	266.5	146	60.5	0	992	0.00
Total Complaints Withdrawn by Complainants	0	1	1	0	2	4

## Part 6 Total Final Agency Actions Finding Discrimination

[illegible]

# Part 7 Finding of Discrimination by Basis

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Total Number Findings	0		2		0		1		0		1	
Race	0	0.00	0	0.00	0	0.00	1	100.0	0	0.00	1	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	2	100.0	0	0.00	0	0.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	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	1	100.00
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	0	0.00	0	0.00	0	0.00	1	100.00
Disability	0	0.00	0	0.00	0	0.00	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

Part 7 Finding of Discrimination by Basis (with Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Findings After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
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	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	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

Part 7 Finding of Discrimination by Basis (without Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Finding Without Hearing	0		2		0		1		0		1	
Race	0	0.00	0	0.00	0	0.00	1	100.0	0	0.00	1	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	2	100.0	0	0.00	0	0.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	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	1	100.00
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	0	0.00	0	0.00	0	0.00	1	100.00
Disability	0	0.00	0	0.00	0	0.00	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

## Part 8 Finding of Discrimination by Issue

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## Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)
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Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total complaints from previous Fiscal Years	29	17	16	14	17	29
Total Complainants	29	17	16	13	16	25
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's	0	0	0	0	0	0
Complaints Pending in Hearing	22	16	13	8	6	14
Complaints Pending Final Agency	7	1	3	7	13	13
Complaints Pending Appeal with EEOC Office of Federal Operations	5	9	4	3	5	1

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time	0	3	0	1	0	0