

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

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

For 1st Quarter 2026 for period ending December 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

Part 1 Complaint Activity

| | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
| Number of Complaints Filed | 24 | 16 | 12 | 32 | 24 | 1 |
| Number of Complainants | 24 | 16 | 12 | 28 | 23 | 1 |
| Repeat Filers | 0 | 0 | 0 | 4 | 1 | 0 |

Part 2 Complaints by Basis

| | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
|-----------------|---------|---------|---------|---------|---------|----------------------|
| Race | 9 | 4 | 3 | 8 | 8 | 1 |
| Color | 3 | 1 | 3 | 6 | 3 | 1 |
| Religion | 2 | 0 | 0 | 1 | 1 | 0 |
| Reprisal | 20 | 7 | 4 | 17 | 7 | 0 |
| Sex | 6 | 3 | 4 | 13 | 4 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 6 | 1 | 0 | 3 | 2 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 1 | 0 |
| Age | 7 | 2 | 5 | 8 | 6 | 1 |
| Disability | 8 | 3 | 1 | 11 | 9 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 1 | 1 | 0 | 0 | 0 | 0 |

Part 3 Complaints By Issue

| | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
|---|---------|---------|---------|---------|---------|----------------------|
| Appointment/Hire | 3 | 4 | 0 | 0 | 2 | 0 |
| Assignment of Duties* | 3 | 2 | 0 | 0 | 0 | 0 |
| Awards | 1 | 0 | 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** | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Suspension | 0 | 0 | 0 | 1 | 0 | 0 |
| Disciplinary Action: Removal | 1 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Other Disciplinary Actions** | 0 | 0 | 1 | 1 | 1 | 0 |
| Disciplinary Action: Other 2** | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours* | 0 | 1 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 3 | 1 | 1 | 0 | 1 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment: Non-Sexual | 15 | 7 | 4 | 19 | 12 | 1 |
| Harassment: Sexual | 0 | 0 | 0 | 1 | 1 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 1 | 0 | 0 | 1 | 1 | 0 |
| Promotion/Non-Selection | 3 | 0 | 0 | 3 | 3 | 0 |
| Reassignment: Denied/Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment: Directed | 1 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 2 | 0 | 0 | 4 | 1 | 0 |
| Reinstatement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 1 | 0 |
| Retirement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 4 | 2 | 0 | 1 | 1 | 0 |
| Terms/Conditions of Employment* | 5 | 2 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 1 | 1 | 0 |
| Training | 2 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 6 | 8 | 2 | 0 |

Part 4 Processing Time (Complaints Pending During FY)

| | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
|---|---------|---------|---------|---------|---------|----------------------|
| Average days in Investigation for all cases pending during FY | 318.67 | 260.85 | 211.45 | 236.83 | 262.31 | 263.00 |
| Average days in Final Action for all cases pending during FY | 113.76 | 32.07 | 66.8 | 11.5 | 62.11 | 0.00 |
| Average days in Investigation with | 314.3 | 215.26 | 177.5 | 268 | 264.2 | 0.00 |
| Average days in Final Action with | 92.71 | 0.14 | 15.63 | 0 | 3.17 | 0.00 |
| Average Days in Investigation without Hearing | 337.57 | 243.63 | 230.86 | 219.1 | 259.73 | 263.00 |
| Average Days in Final Action without Hearing | 125.4 | 64 | 271.5 | 46 | 257.5 | 0.00 |

Part 5 Complaints Dismissed or Withdrawn

| | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
|--|---------|---------|---------|---------|---------|----------------------|
| Total Complaints Dismissed by | 1 | 2 | 0 | 1 | 0 | 0 |
| Average Days Pending Prior to Dismissal | 146 | 60.5 | 0 | 992 | 0 | 0.00 |
| Total Complaints Withdrawn by Complainants | 1 | 1 | 0 | 2 | 4 | 0 |

Part 6 Total Final Agency Actions Finding Discrimination

Part 7 Finding of Discrimination by Basis

Part 7 Finding of Discrimination by Basis (with Hearing)

Part 7 Finding of Discrimination by Basis (without Hearing)

Part 8 Finding of Discrimination by Issue

Part 8 Finding of Discrimination by Issue (with Hearing)

Part 8 Finding of Discrimination by Issue (without Hearing)

| Part 9 Complaints Pending from Previous FY By Status | | | | | | |
|--|---------|---------|---------|---------|---------|----------------------------|
| | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
| Total complaints from previous Fiscal Years | 17 | 16 | 14 | 17 | 29 | 49 |
| Total Complainants | 17 | 16 | 13 | 16 | 25 | 39 |
| Complaints Pending Investigation | 0 | 0 | 0 | 0 | 0 | 10 |
| ROI issued, pending Complainant's | 0 | 0 | 0 | 0 | 0 | 2 |
| Complaints Pending in Hearing | 16 | 13 | 8 | 6 | 14 | 19 |
| Complaints Pending Final Agency | 1 | 3 | 7 | 13 | 13 | 15 |
| Complaints Pending Appeal with EEOC Office of Federal Operations | 9 | 4 | 3 | 5 | 1 | 0 |

| Part 10 Complaint Investigations | | | | | | |
|--|---------|---------|---------|---------|---------|----------------------------|
| | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
| Pending Complaints Where Investigations Exceed Required Time | 3 | 0 | 1 | 0 | 0 | 2 |