

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

[illegible]

Part 7 Finding of Discrimination by Basis

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12- 31)	FY 2026 % (thru 12- 31)
Total Number Findings	2		0		1		0		1		0	
Race	0	0.00	0	0.00	1	100.0	0	0.00	1	100.0	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	1	100.0	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	2	100.0	0	0.00	0	0.00	0	0.00	1	100.0	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	1	100.0	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	1	100.0	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 (with Hearing)

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12-31)	FY 2026 % (thru 12-31)
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 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12-31)	FY 2026 % (thru 12-31)
Finding Without Hearing	2		0		1		0		1		0	
Race	0	0.00	0	0.00	1	100.0	0	0.00	1	100.0	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	1	100.0	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	2	100.0	0	0.00	0	0.00	0	0.00	1	100.0	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	1	100.0	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	1	100.0	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 8 Finding of Discrimination by Issue

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Part 8 Finding of Discrimination by Issue (with Hearing)
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Part 8 Finding of Discrimination by Issue (without Hearing)

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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