

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Bureau of Land Management:BLM (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	47	39	53	47	54	6
Number of Complainants	43	34	52	46	51	6
Repeat Filers	4	5	1	1	3	0

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	13	7	12	10	15	2
Color	3	3	5	5	6	0
Religion	1	8	1	2	2	0
Reprisal	26	23	28	21	35	4
Sex	26	17	25	20	21	2
PDA	1	0	0	0	1	0
National Origin	7	5	5	4	5	1
Equal Pay Act	2	1	1	0	0	0
Age	20	11	22	15	10	1
Disability	20	16	30	23	29	4
Genetics	0	2	2	0	1	1
Non-EEO	2	0	1	0	1	0

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	10	3	5	4	1	0
Assignment of Duties*	0	0	0	0	0	0
Awards	2	2	1	1	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	3	2	3	0	4	0
Disciplinary Action: Removal	1	1	0	0	4	0
Disciplinary Action: Other Disciplinary Actions**	9	7	2	2	5	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	8	4	9	4	5	0
Examination/Test	1	0	1	0	0	0
Harassment: Non-Sexual	32	28	35	20	32	5
Harassment: Sexual	2	0	1	2	0	0
Medical Examination	0	1	2	0	0	0
Pay including overtime	5	2	3	3	0	0
Promotion/Non-Selection	8	4	3	9	7	0
Reassignment: Denied/Directed	1	2	3	0	5	0
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation	8	7	11	5	6	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	3	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	4	1	0	2	0
Termination	4	9	3	2	6	0
Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	3	3	3	1	1	1
Training	1	3	3	0	0	0
Other Terms/Conditions of Employment*	12	14	18	15	12	3

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	193.21	176.7	151.37	206.11	225.53	289.40
Average days in Final Action for all cases pending during FY	93.69	50.88	78.17	54.5	20.33	0.00
Average days in Investigation with	187.16	201.32	134.08	202.4	215.81	0.00
Average days in Final Action with	23.17	40.43	24.14	16.33	20.33	0.00
Average Days in Investigation without Hearing	174.24	140.17	164.59	200.55	252.91	286.25
Average Days in Final Action without Hearing	127.35	61.57	132.67	77.4	0	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	3	1	0	2	0
Average Days Pending Prior to Dismissal	148	37.67	88	0	155	0.00
Total Complaints Withdrawn by Complainants	4	5	0	3	10	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	4		1		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	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	2	50.00	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	1	25.00	1	100.0	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	4		1		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	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	2	50.00	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	1	25.00	1	100.0	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

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

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	32	26	22	41	53	102
Total Complainants	27	23	19	39	49	92
Complaints Pending Investigation	0	0	0	0	0	29
ROI issued, pending Complainant's	0	0	0	0	0	5
Complaints Pending in Hearing	27	17	7	11	23	27
Complaints Pending Final Agency	2	8	11	26	33	37
Complaints Pending Appeal with EEOC Office of Federal Operations	10	11	10	6	3	4

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	1	0	0	0	2	8