

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

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

For 2nd Quarter 2026 for period ending March 31, 2026

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 03-31)
Number of Complaints Filed	24	16	12	32	24	10
Number of Complainants	24	16	12	28	23	10
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 03-31)
Race	9	4	3	8	8	5
Color	3	1	3	6	3	1
Religion	2	0	0	1	1	0
Reprisal	20	7	4	17	7	6
Sex	6	3	4	13	4	7
PDA	0	0	0	0	0	0
National Origin	6	1	0	3	2	2
Equal Pay Act	0	0	0	0	1	0
Age	7	2	5	8	6	6
Disability	8	3	1	11	9	4
Genetics	0	0	0	0	0	0
Non-EEO	1	1	0	0	0	1

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
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	1
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	7
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	1
Reassignment: Denied/Directed	0	0	0	0	0	1
Reassignment: Directed	1	0	0	0	0	0
Reasonable Accommodation	2	0	0	4	1	1
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	1
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 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Total complaints from previous Fiscal Years	17	16	14	17	29	44
Total Complainants	17	16	13	16	25	34
Complaints Pending Investigation	0	0	0	0	0	4
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	16
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 03-31)
Pending Complaints Where Investigations Exceed Required Time	3	0	1	0	0	0