

**Equal Employment Opportunity Data Posted
Pursuant to the No FEAR Act:**

Bureau of Indian Affairs:BIA (includes sub-level offices)

For 4th Quarter 2023 for period ending September 30, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	20	27	15	24	16	9
Number of Complainants	20	27	15	24	16	9
Repeat Filers	0	0	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	8	7	3	9	4	3
Color	4	1	0	3	1	3
Religion	1	0	0	2	0	0
Reprisal	14	12	9	20	7	3
Sex	7	8	1	6	3	2
PDA	0	1	1	0	0	0
National Origin	3	6	0	6	1	0
Equal Pay Act	0	0	0	0	0	0
Age	7	6	5	7	2	4
Disability	6	5	2	8	3	1
Genetics	0	0	0	0	0	0
Non-EEO	0	3	0	1	1	0

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>The 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 the second row has been deprecated for the current FY starting in FY2023.</p>	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Appointment/Hire	2	5	1	3	4	0
Assignment of Duties*	3	2	2	3	2	0
Awards	0	2	1	1	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	0	1	2	0	0	0
Suspension	1	0	1	0	0	0
Removal	2	0	0	1	0	0
Other Disciplinary Actions**	0	0	0	0	0	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	2	0	0	1	0
Perf. Eval./ Appraisal	2	4	1	3	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	10	11	4	15	7	2
Sexual	0	2	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	0	1	0	0
Promotion/Non-Selection	0	2	0	3	0	0
Reassignment						
Reassignment: Denied/Directed	0	0	0	0	0	0
Directed	2	1	1	1	0	0
Reasonable Accommodation Disability	2	0	1	2	1	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	1	4	0	4	2	0
Terms/Conditions of Employment*	6	2	2	5	2	0
Time and Attendance	2	3	1	0	0	0
Training	1	1	0	2	0	0
Other Terms/Conditions of Employment*	0	0	0	0	5	5
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

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	1	100.00	0	0.00	0	0.00	2	100.00	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

Findings Without Hearing	1	0	0	0	0	2	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action											
Demotion	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0
Harassment											
Sexual	1	100	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0
Reassignment											
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	2	100	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	31	25	29	17	16	15
Total Complainants	30	24	29	17	16	14
Number complaints pending						
Investigation	2	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	31	25	22	16	13	8
Final Agency Action	0	0	7	1	3	8
Appeal with EEOC Office of Federal Operations	7	3	5	9	4	3

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	0	3	0	1