

**Equal Employment Opportunity Data Posted**

**Pursuant to the No Fear Act:**

**Bureau of Indian Affairs: BIA**

**For 1st Quarter 2023 for period ending December 31, 2022**

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	20	27	15	24	16	<a href="#">5</a>
Number of Complainants	20	27	15	24	16	5
Repeat Filers	0	0	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	8	7	3	9	4	<a href="#">3</a>
Color	4	1	0	3	1	<a href="#">2</a>
Religion	1	0	0	2	0	<a href="#">0</a>
Reprisal	14	12	9	20	7	<a href="#">2</a>
Sex	7	8	1	6	3	<a href="#">0</a>
PDA	0	1	1	0	0	<a href="#">0</a>
National Origin	3	6	0	6	1	<a href="#">0</a>
Equal Pay Act	0	0	0	0	0	<a href="#">0</a>
Age	7	6	5	7	2	<a href="#">3</a>
Disability	6	5	2	8	3	<a href="#">1</a>
Genetics	0	0	0	0	0	<a href="#">0</a>

Non-EEO	0	3	0	1	1	<a href="#">0</a>
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Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
<i>Note: 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.</i>						
Appointment/Hire	2	5	1	3	4	<a href="#">0</a>
Assignment of Duties*	3	2	2	3	2	<a href="#">0</a>
Awards	0	2	1	1	0	<a href="#">0</a>
Conversion to Full Time/Perm Status*	0	0	0	0	0	<a href="#">0</a>

<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	<u>0</u>
Reprimand**	0	1	2	0	0	<u>0</u>
Suspension	1	0	1	0	0	<u>0</u>
Removal	2	0	0	1	0	<u>0</u>
Other Disciplinary Actions**	0	0	0	0	0	<u>1</u>
Other 2**	0	0	0	0	0	0
Duty Hours*	0	2	0	0	1	<u>0</u>
Perf. Eval./ Appraisal	2	4	1	3	1	<u>0</u>
Examination/Test	0	0	0	0	0	<u>0</u>
<b>Harassment</b>						
Non-Sexual	10	11	4	15	7	<u>1</u>
Sexual	0	2	1	0	0	<u>0</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay including overtime	1	0	0	1	0	<u>0</u>
Promotion/Non-Selection	0	2	0	3	0	<u>0</u>
<b>Reassignment</b>						
Denied	0	0	0	0	0	<u>0</u>
Directed	2	1	1	1	0	<u>0</u>
Reasonable Accommodation Disability	2	0	1	2	1	<u>0</u>
Reinstatement*	0	0	0	0	0	<u>0</u>
Religious Accommodation	0	0	0	0	0	<u>0</u>
Retirement*	0	0	0	0	0	<u>0</u>
Sex-Stereotyping	0	0	0	0	0	<u>0</u>
Telework	0	0	0	0	0	<u>0</u>
Termination	1	4	0	4	2	<u>0</u>
Terms/Conditions of Employment*	6	2	2	5	2	<u>0</u>
Time and Attendance	2	3	1	0	0	<u>0</u>
Training	1	1	0	2	0	<u>0</u>
Other Terms/Conditions of Employment*	0	0	0	0	0	<u>3</u>

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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	184.72	209.01	184.04	223.28	260.85	178.33
Average number of days in final action	52.68	58.56	111.33	107.51	32.07	0.00
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190.71	209.68	178.27	223.65	215.26	214.79
Average number of days in final action	34	44.81	72.94	65.24	0.14	0.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	182.29	210.94	179.81	210.17	243.63	177.00
Average number of days in final action	68.75	75.67	158.09	157.51	64.00	0.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	2	1	2	1	2	0
Average days pending prior to dismissal	72	147	266.5	146	60.5	0
<b>Complaints Withdrawn by Complainants</b>						

Total Complaints Withdrawn by Complainants	3	0	0	1	1	<a href="#">0</a>
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Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 12-31	
	2018		2019		2020		2021		2022		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1		0		0		2		0		<a href="#">0</a>	
Without Hearing	0	0	0	0	0	0	2	100	0	0	<a href="#">0</a>	0
With Hearing	1	100	0	0	0	0	0	0	0	0	<a href="#">0</a>	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 12-31	
	2018		2019		2020		2021		2022		#	%
	#	%	#	%	#	%	#	%	#	%		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
<b>Total Number Findings</b>	7		0		0		2		0		<a href="#">0</a>	
Race	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
Color	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
Reprisal	2	28.57	0	0.00	0	0.00	2	100.00	0	0.00	<a href="#">0</a>	0.00
Sex	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00
National Origin	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	<a href="#">0</a>	0.00





Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment													
Sexual	1	50	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	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	0	0
Promotion/Non-Selection	1	50	0	0	0	0	0	0	0	0	0	0	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	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	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	2	100	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	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	0	0
User Defined - Other 1*	0	0	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	0	0
User Defined - Other 3*	0	0	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	0	0

<b>Findings After Hearing</b>	1		0		0		0		0		0		0







Pay including overtime	0	0	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	0	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	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	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	2	100	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	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	0	0
User Defined - Other 1*	0	0	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	0	0
User Defined - Other 3*	0	0	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	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	31	25	29	17	16	<u>30</u>
Total Complainants	30	24	29	17	16	29
<b>Number complaints pending</b>						
Investigation	2	0	0	0	0	<u>5</u>
ROI issued, pending Complainant's action	0	0	0	0	0	<u>2</u>

Hearing	31	25	22	16	13	<a href="#">19</a>
Final Agency Action	0	0	7	1	3	<a href="#">6</a>
Appeal with EEOC Office of Federal Operations	7	3	5	9	4	<a href="#">2</a>

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	0	3	0	<a href="#">1</a>