

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Bureau of Indian Affairs: BIA (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	33	20	27	15	24	9
Number of Complainants	33	20	27	15	24	9
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	10	8	7	3	9	2
Color	2	4	1	0	3	0
Religion	1	1	0	0	2	0
Reprisal	17	14	12	9	20	5
Sex	13	7	8	1	6	1
PDA	0	0	1	1	0	0

National Origin	4	3	6	0	6	1
Equal Pay Act	0	0	0	0	0	0
Age	7	7	6	5	7	1
Disability	8	6	5	2	8	2
Genetics	0	0	0	0	0	0
Non-EEO	2	0	3	0	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	6	2	5	1	3	2
Assignment of Duties	5	3	2	2	3	1
Awards	4	0	2	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	0	1	2	0	0
Suspension	1	1	0	1	0	0
Removal	0	2	0	0	1	0
Other	0	0	1	0	0	0
Duty Hours	1	0	2	0	0	1
Perf. Eval./ Appraisal	3	2	4	1	3	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	15	10	11	4	15	4

Sexual	4	0	2	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	0	0	1	0
Promotion/Non-Selection	1	0	2	0	3	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	2	2	1	1	1	0
Reasonable Accommodation Disability	1	2	0	1	2	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	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	5	1	4	0	4	0
Terms/Conditions of Employment	4	6	2	2	5	2
Time and Attendance	1	2	3	1	0	0
Training	1	1	1	0	2	0
Other						
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	191.27	179.27	177.00	175.92	318.67	294.56
Average number of days in final action	38.75	45.73	50.00	90.45	113.76	35.56
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	201.44	175.00	201.17	168.55	314.30	288.00
Average number of days in final action	4.00	45.38	29.50	21.29	92.71	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	166.00	171.12	132.83	182.92	337.57	302.75
Average number of days in final action	51.00	48.33	72.57	211.50	125.40	64.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	7	2	1	2	1	1
Average days pending prior to dismissal	148.71	72	147	266.5	146	88
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	3	0	0	1	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		0		2		0	
Appointment/Hire	0	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	0
Awards	0	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	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	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	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	1	50	0	0	0	0	0	0	0	0
Medical Examination	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
Promotion/Non-Selection	0	0	1	50	0	0	0	0	0	0	0	0

Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	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	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Medical Examination	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
Promotion/Non-Selection	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
Directed	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
Reinstatement	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
Retirement	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
Telework	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
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	2	100	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												

User Defined - Other 1	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
User Defined - Other 3	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2022Thru03-31					
	Previous Fiscal Year Data											
	2017	2018	2019	2020	2021							
Total complaints from previous Fiscal Years	33	31	25	29	17	26						
Total Complainants	33	30	24	29	17	25						
Number complaints pending												
Investigation	8	2	0	0	0	4						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	33	31	25	22	16	18						
Final Agency Action	0	0	0	7	1	3						
Appeal with EEOC Office of Federal Operations	7	7	3	5	9	7						
Complaint Investigations	Comparative Data						2022Thru03-31					
	Previous Fiscal Year Data											
	2017	2018	2019	2020	2021							
Pending Complaints Where Investigations Exceed Required Time Frames	10	2	1	0	3	2						