

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

**Bureau of Indian Affairs: BIA (and below)**

For 3rd Quarter 2022 for period ending June 30, 2022

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	33	20	27	15	24	12
Number of Complainants	33	20	27	15	24	12
Repeat Filers	0	0	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
	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	3
Color	2	4	1	0	3	1
Religion	2	4	1	0	3	0
Reprisal	17	14	12	9	20	6
Sex	13	7	8	1	6	2
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	3
Genetics	0	0	0	0	0	0
Non-EEO	2	0	3	0	1	1

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
<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	3
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
<b>Disciplinary Action</b>						
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 1	0	0	0	0	0	0
Other 2	0	0	0	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
<b>Harrassment</b>						
Non-Sexual	15	10	11	4	15	5
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
<b>Reassignment</b>						
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	1
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
<b>Other</b>						
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					2022 Thru 06-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	185.32	184.72	209.01	184.04	223.28	284.27
Average number of days in final action	50.67	52.68	58.56	111.33	107.51	28.92
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190.63	190.71	209.68	178.27	223.65	214.07
Average number of days in final action	43.56	34	44.81	72.94	65.24	0.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	177.56	182.29	210.94	179.81	210.17	290.29
Average number of days in final action	56.74	68.75	75.67	158.09	157.51	62.67

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
	2017	2018	2019	2020	2021	
Part 5 Complaints Dismissed by Agency	7	2	1	2	1	1
Average days pending prior to dismissal	148.71	72	147	266.5	146	88
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	0	3	0	0	1	1

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 06-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		2		0	
Without Hearing	0	0	0	0	0	0	0	0	2	100	0	0
With Hearing	0	0	1	100	0	0	0	0	0	0	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 06-30	
	2017		2018		2019		2020		2021			
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>	1		7		0		0		2		0	
Race	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	14.29	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	2	28.57	0	0.00	0	0.00	2	100.00	0	0.00
Sex	0	0.00	1	14.29	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	1	14.29	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	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00

Disability	1	100.00	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
<b>Findings After Hearing</b>												
Findings After Hearing	0		6		0		0		0		0	
Race	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	16.67	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	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	16.67	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	1	16.67	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	1	16.67	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
<b>Finding Without Hearing</b>												
Finding Without Hearing	1		1		0		0		2		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	null	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	1	100.00	0	0.00	0	0.00	2	100.00	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	1	100.00	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		1		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 1	0	0	0	0	0	0	0	0	0	0	0	0
Other 2	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												
Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Non-Sexual	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
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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	33	31	25	29	17	19
Total Complainants	33	30	24	29	17	19
<b>Number complaints pending</b>						
Investigation	8	2	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	33	31	25	22	16	13
Final Agency Action	0	0	0	7	1	4
Appeal with EEOC Office of Federal Operations	7	7	3	5	9	5

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	10	2	1	0	3	0