

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

Bureau of Land Management: BLM (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	85	48	44	46	39	53
Number of Complainants	75	45	39	43	34	51
Repeat Filers	9	3	5	3	5	2

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	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.</i>						
Race	22	10	10	13	7	12
Color	7	5	5	3	3	5
Religion	6	3	2	1	8	1
Reprisal	35	23	21	24	23	29
Sex	34	23	18	25	17	25
PDA	0	0	1	1	0	0
National Origin	17	6	3	7	5	5
Equal Pay Act	0	1	0	2	1	1
Age	27	23	21	19	11	22
Disability	36	12	21	19	16	30
Genetics	2	0	0	0	2	2
Non-EEO	4	1	2	2	0	1

Part 3 Complaints By Issue	Comparative Data					
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><i>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.</i></p>	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Appointment/Hire	10	7	8	10	3	5
Assignment of Duties*	7	6	3	1	0	0
Awards	1	1	0	0	2	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	3	1	2	4	0	0
Suspension	5	2	3	3	2	3
Removal	4	2	1	1	1	0
Other Disciplinary Actions**	0	0	0	0	7	2
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	1	0	0	0
Perf. Eval./ Appraisal	2	4	5	6	4	9
Examination/Test	2	0	0	1	0	1
Harassment						
Non-Sexual	36	30	21	32	28	35
Sexual	5	0	3	2	0	1
Medical Examination	0	0	0	0	1	2
Pay including overtime	1	3	0	5	2	3
Promotion/Non-Selection	8	4	6	7	4	3

Reassignment						
Reassignment: Denied/Directed	0	0	1	0	1	0
Directed	1	2	4	1	1	3
Reasonable Accommodation Disability	12	5	6	7	7	11
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	3	0
Retirement*	2	2	1	2	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	1	3	4	1
Termination	17	2	10	3	9	4
Terms/Conditions of Employment*	6	6	6	9	0	0
Time and Attendance	1	1	2	3	3	3
Training	4	2	2	1	3	3
Other Terms/Conditions of Employment*	0	0	0	0	14	17
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 09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	184.72	209.01	184.04	223.28	180.33	151.37
Average number of days in final action	52.68	58.56	111.33	107.51	48.89	78.17
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190.71	209.68	178.27	223.65	199.94	134.08
Average number of days in final action	34	44.81	72.94	65.24	35.91	24.14
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	182.29	210.94	179.81	210.17	171.43	164.59
Average number of days in final action	68.75	75.67	158.09	157.51	63.65	132.67

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	11	5	1	2	3	1
Average days pending prior to dismissal	118.36	92.6	296	144	40.23	88.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	1	5	4	5	0

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		3		7		1		0	
Without Hearing	0	0	0	0	1	25	6	85.7	1	100	0	0
With Hearing	0	0	0	0	2	75	1	14.3	0	0	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	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.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		12		6		1		0	
Race	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	1	8.33	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	0	0.00	1	8.33	3	50.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	3	25.00	2	33.33	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	1	8.33	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	2	16.67	0	0.00	0	0.00	0	0.00
Disabilitv	0	0.00	0	0.00	3	25.00	1	16.67	1	100.00	0	0.00

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

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.

Part 8 Finding of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		3		6		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	1	33	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 Disciplinary Actions**	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	0	0	0	0	1	16.66	0	0	0	0
Non-Sexual	0	0	0	0	1	33	1	16.66	0	0	0	0

Findings Without Hearing	0		0		1		6		1		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 Disciplinary Actions**	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	0	0	0	0	1	25	0	0	0	0
Non-Sexual	0	0	0	0	0	0	1	25	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	1	100	1	25	0	0	0	0
Reassignment												
Reassignment: Denied/Directed	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	1	25	1	100	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	1	25	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	1	25	0	0	0	0
Time and Attendance	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
Other Terms/Conditions of Employment*	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
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					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	37	52	52	28	24	23
Total Complainants	35	48	47	24	21	20
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	35	46	62	28	17	8
Final Agency Action	2	6	3	1	8	12
Appeal with EEOC Office of Federal Operations	8	14	9	8	9	10