

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

Bureau of Land Management: BLM

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	85	48	12	52	39	13
Number of Complainants	75	45	12	49	34	13
Repeat Filers	9	3	0	3	5	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	22	10	10	17	7	1
Color	7	5	5	4	3	0
Religion	6	3	2	1	8	0
Reprisal	35	23	21	27	23	7
Sex	34	23	18	27	17	5
PDA	0	0	1	2	0	0
National Origin	17	6	3	9	5	0
Equal Pay Act	0	1	0	2	1	0
Age	27	23	21	20	11	6
Disability	36	12	21	21	16	8
Genetics	2	0	0	0	2	0
Non-EEO	4	1	2	2	0	1

Part 3 Complaints By Issue	Comparative Data					
<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>	Previous Fiscal Year Data					2023 Thru
	2018	2019	2020	2021	2022	12-31
Appointment/Hire	10	7	8	10	3	3
Assignment of Duties*	7	6	3	1	6	0
Awards	1	1	0	0	2	0
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	5	2	0
Suspension	5	2	3	4	2	1
Removal	4	2	1	1	1	0
Other Disciplinary Actions**	0	0	0	0	0	1
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	1	0	1	0
Perf. Eval./ Appraisal	2	4	8	7	4	1
Examination/Test	2	0	0	1	0	0
Harrassment						
Non-Sexual	36	30	21	36	28	7
Sexual	5	0	3	2	0	1
Medical Examination	0	0	0	0	1	0
Pay including overtime	1	3	0	5	2	0
Promotion/Non-Selection	8	4	6	7	4	1
Reassignment						
Denied	0	0	1	0	1	0
Directed	1	2	4	1	1	2
Reasonable Accommodation Disability	12	5	6	7	7	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	3	0
Retirement*	2	2	1	2	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	1	3	4	0
Termination	17	2	10	4	8	2
Terms/Conditions of Employment*	6	6	6	9	9	0
Time and Attendance	1	1	2	4	3	1
Training	4	2	2	1	3	0
Other Terms/Conditions of Employment*	0	0	0	0	0	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

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	163.52	113.60
Average number of days in final action	52.68	58.56	111.33	107.51	53.30	38.00
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190.71	209.68	178.27	223.65	201.44	199.90
Average number of days in final action	34	44.81	72.94	65.24	40.50	32.50
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	182.29	210.94	179.81	210.17	134.23	147.00
Average number of days in final action	68.75	75.67	158.09	157.51	60.40	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	11	5	1	2	4	<u>0</u>
Average days pending prior to dismissal	118.36	92.6	296	144	67.29	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	1	5	4	5	<u>0</u>

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					

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	12.50	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	2	25.00	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	2	25.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	3	37.50	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
Finding Without Hearing	0		0		4		6		1		0	
Race	0	0.00	0	0.00	1	25.00	0	null	0	0.00	0	0.00
Color	0	0.00	0	0.00	1	25.00	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	0	0.00	0	0.00	3	50.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	1	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	25.00	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	1	16.67	1	100.00	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

Duty Hours*	0	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	0
Examination/Test	0	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	0
Non-Sexual	0	0	0	0	0	0	1	25	1	100	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	0	0	0	0	1	100	1	25	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	1	25	1	100	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	1	25	1	100	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	1	25	1	100	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	1	100	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	37	52	65	30	25	<u>32</u>
Total Complainants	35	48	60	26	22	28

Number complaints pending						
Investigation	0	0	0	0	0	3
ROI issued, pending Complainant's action	0	0	0	0	0	4
Hearing	35	46	62	30	17	17
Final Agency Action	2	6	3	1	9	9
Appeal with EEOC Office of Federal Operations	8	14	14	8	9	9

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	1	0	0	0	0	0