

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Bureau of Land Management: BLM (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	47	85	48	1	46	18
Number of Complainants	46	75	45	1	43	17
Repeat Filers	1	9	3	0	3	1

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	14	22	10	9	13	3
Color	6	7	5	4	3	1
Religion	3	6	3	1	1	5
Reprisal	24	35	23	18	24	6
Sex	22	34	23	17	25	8
PDA	0	0	0	1	1	0

National Origin	7	17	6	2	7	3
Equal Pay Act	0	0	1	0	2	1
Age	16	27	23	16	19	6
Disability	20	36	12	15	19	8
Genetics	0	2	0	0	0	1
Non-EEO	2	4	1	1	2	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	3	10	7	7	10	2
Assignment of Duties	0	7	6	3	1	4
Awards	0	1	1	0	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	3	1	1	4	2
Suspension	3	5	2	3	3	0
Removal	0	4	2	1	1	1
Other	0	0	0	0	0	0
Duty Hours	1	1	0	1	0	1
Perf. Eval./ Appraisal	2	2	4	6	6	2
Examination/Test	0	2	0	0	1	0
Harassment						
Non-Sexual	26	36	30	17	32	15
Sexual	3	5	0	2	2	0
Medical Examination	1	0	0	0	0	1

Pay including overtime	1	1	3	0	5	2
Promotion/Non-Selection	6	8	4	5	7	2
Reassignment						
Denied	0	0	0	1	0	0
Directed	1	1	2	3	1	0
Reasonable Accommodation Disability	1	12	5	4	7	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	2
Retirement	0	2	2	1	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	1	0	1	3	3
Termination	2	17	2	8	3	4
Terms/Conditions of Employment	7	6	6	5	9	5
Time and Attendance	1	1	1	2	3	2
Training	1	4	2	2	1	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	194.34	186.24	211.80	220.00	284.00	223.17
Average number of days in final action	69.43	75.62	37.97	0	95.87	59.43

Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	199.30	201.26	231.16	257.00	347.35	212.00						
Average number of days in final action	91.90	71.67	27.24	0	63.83	57.33						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	187.50	180.06	197.61	201.50	193.33	200.10						
Average number of days in final action	44.88	94.06	51.50	0	118.11	67.25						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	2017		2018		2019		2020		2021			
Total Complaints Dismissed by Agency	2	11	5	1	2	1						
Average days pending prior to dismissal	121.5	118.36	92.6	296	144	41						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	5	1	5	4	3						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		3		4		1	
Without Hearing	0	0	0	0	0	0	1	33	4	100	1	100
With Hearing	0	0	0	0	0	0	2	67	0	0	0	0

Age	0	0	0	0	0	0	1	50	0	0	0	0
Disability	0	0	0	0	0	0	2	100	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		1		4		1	
Race	0	0	0	0	0	0	1	100	0	0	0	0
Color	0	0	0	0	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	3	75	0	0
Sex	0	0	0	0	0	0	1	100	2	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	25	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	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	0		0		0		3		4		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	33	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												

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											
	Previous Fiscal Year Data										2022Thru03-31	
	2017	2018	2019	2020	2021							
Total complaints from previous Fiscal Years	39	37	52	52	28							43
Total Complainants	35	35	48	47	24							40
Number complaints pending												
Investigation	0	0	0	0	0							3
ROI issued, pending Complainant's action	0	0	0	0	0							1
Hearing	37	35	46	49	28							36
Final Agency Action	2	2	6	3	1							4
Appeal with EEOC Office of Federal Operations	12	8	14	9	8							9
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	2017	2018	2019	2020	2021							
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0							0