

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

**Bureau of Reclamation: BOR (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	47	37	46	22	30	20
Number of Complainants	46	37	46	22	30	20
Repeat Filers	1	0	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	14	8	4	4	6	6
Color	3	1	2	1	4	2
Religion	4	1	1	1	0	1
Reprisal	26	15	32	17	16	12
Sex	19	11	13	9	6	4
PDA	0	0	0	0	0	0
National Origin	5	6	2	2	4	4
Equal Pay Act	1	0	0	0	0	0
Age	15	19	17	7	9	8
Disability	8	7	17	10	14	11
Genetics	0	0	0	0	0	0
Non-EEO	6	3	8	0	0	0

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Appointment/Hire	5	6	7	4	1	0
Assignment of Duties*	8	6	6	3	4	0
Awards	1	1	0	1	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	0	1	0	0
Reprimand**	0	3	1	1	0	0
Suspension	0	2	2	1	2	1
Removal	1	0	9	1	1	0
Other Disciplinary Actions**	0	0	0	0	1	4
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	1	1	0	0
Perf. Eval./ Appraisal	1	2	6	3	5	4
Examination/Test	0	0	0	1	0	0
<b>Harassment</b>						
Non-Sexual	21	18	26	10	20	15
Sexual	1	0	1	0	0	0
Medical Examination	0	0	0	0	2	1
Pay including overtime	0	0	0	0	3	2
Promotion/Non-Selection	7	2	13	2	4	4
<b>Reassignment</b>						
Reassignment: Denied/Directed	0	1	2	0	0	1
Directed	0	0	1	0	0	1
Reasonable Accommodation Disability	3	1	10	3	5	5
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement*	0	0	0	2	0	0
Sex-Stereotyping	1	0	0	0	0	0
Telework	1	1	1	0	4	0
Termination	1	3	3	2	2	2
Terms/Conditions of Employment*	3	5	6	0	0	0
Time and Attendance	2	2	7	2	2	3
Training	1	0	0	0	1	1
Other Terms/Conditions of Employment*	0	0	0	0	5	6
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











<b>Findings Without Hearing</b>	0	0	0	2	4	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	100	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0
Awards	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
<b>Disciplinary Action</b>											
Demotion	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	1	25	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0
Removal	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
Other 2**	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	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
Examination/Test	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>											
Sexual	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	3	75	0	0	0	0
Medical Examination	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0
<b>Reassignment</b>											
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	3	75	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	1	25	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	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
Training	0	0	0	0	0	1	25	0	0	0	0
Other Terms/Conditions of Employment*	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
User Defined - Other 2*	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
User Defined - Other 4*	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	38	38	46	33	12	7
Total Complainants	35	36	44	33	11	6
<b>Number complaints pending</b>						
Investigation	4	6	3	1	0	0
ROI issued, pending Complainant's action	0	2	1	0	0	3
Hearing	33	28	32	31	9	3
Final Agency Action	4	3	9	1	2	4
Appeal with EEOC Office of Federal Operations	4	2	10	18	10	8

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	11	6	1	1	0	0