

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

Bureau of Land Management: BLM (and below)

For 4th Quarter 2022 for period ending September 30, 2022

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	61	129	66	12	52	39
Number of Complainants	60	113	63	12	49	34
Repeat Filers	1	15	3	0	3	5

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	16	31	13	10	17	7
Color	6	9	6	5	4	3
Religion	4	7	3	2	1	8
Reprisal	31	57	29	21	27	23
Sex	28	49	30	18	27	17
PDA	0	0	0	1	2	0
National Origin	10	23	7	3	9	5
Equal Pay Act	0	0	2	0	2	1
Age	19	38	32	21	20	11
Disability	26	57	18	21	21	16
Genetics	0	4	0	0	0	2
Non-EEO	2	6	1	2	2	0

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	
Appointment/Hire	4	15	11	8	10	3
Assignment of Duties	0	11	7	3	1	6
Awards	0	1	1	0	0	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	5	1	2	5	2
Suspension	3	10	4	3	4	2
Removal	0	7	2	1	1	1
Other 1	0	0	0	0	0	0
Other 2	0	0	0	0	0	0
Duty Hours	1	1	0	1	0	1
Perf. Eval./ Appraisal	2	2	6	8	7	4
Examination/Test	0	4	0	0	1	0
Harrassment						
Non-Sexual	35	54	42	21	36	28
Sexual	4	7	0	3	2	0
Medical Examination	1	0	0	0	0	1
Pay including overtime	1	1	4	0	5	2
Promotion/Non-Selection	7	9	4	6	7	4
Reassignment						
Denied	0	0	0	1	0	1
Directed	2	1	2	4	1	1
Reasonable Accommodation Disability	1	19	7	6	7	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	3
Retirement	0	3	2	1	2	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	1	0	1	3	4
Termination	2	25	2	10	4	8
Terms/Conditions of Employment	9	13	6	6	9	9
Time and Attendance	1	1	1	2	4	3
Training	2	5	2	2	1	3
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	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	163.52
Average number of days in final action	50.67	52.68	58.56	111.33	107.51	53.30
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	201.44
Average number of days in final action	43.56	34	44.81	72.94	65.24	40.50
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	134.23
Average number of days in final action	56.74	68.75	75.67	158.09	157.51	60.40

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Part 5 Complaints Dismissed by Agency	3	16	7	1	2	4
Average days pending prior to dismissal	161.5	543.86	313.6	296	144	67.29
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	6	1	8	4	5

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 09-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		4		4		1	
Without Hearing	0	0	0	0	0	0	1	25	4	100	1	100
With Hearing	0	0	0	0	0	0	3	75	0	0	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 09-30	
	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.												
Total Number Findings	0		0		0		12		6		1	
Race	0	0.00	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	1	8.33	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	1	8.33	3	50.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	3	25.00	2	33.33	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	1	8.33	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	2	16.67	0	0.00	0	0.00

Disability	0	0.00	0	0.00	0	0.00	3	25.00	1	16.67	1	100.00
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 After Hearing												
Findings After Hearing	0		0		0		8		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	2	25.00	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	2	25.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	3	37.50	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												
Finding Without Hearing	0		0		0		4		6		1	
Race	0	0.00	0	0.00	0	0.00	1	25.00	0	null	0	0.00
Color	0	0.00	0	0.00	0	0.00	1	25.00	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	0	0.00	3	50.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	1	25.00	2	33.33	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	1	25.00	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	0	0.00	1	16.67	1	100.00
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	0		0		0		1		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	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	1	100
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	0	0	0	0	0	0	1	25	0	0
Non-Sexual	0	0	0	0	0	0	0	0	1	25	1	100
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	1	100	1	25	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	1	25	1	100
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	1	25	1	100
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	1	25	1	100
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	1	100
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 09-30
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	53	50	66	65	30	25
Total Complainants	48	47	61	60	26	22
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	50	46	58	62	30	17
Final Agency Action	3	4	8	3	1	9
Appeal with EEOC Office of Federal Operations	15	11	21	14	8	9

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	0	2	0	0	0	0