

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

**Bureau of Land Management: BLM (and below)**

**For 1st Quarter 2014 for period ending December 31, 2013**

Complaint Activity	Comparative Data							
	Previous Fiscal Year Data					2014 Through 12-31		
	2009	2010	2011	2012	2013			
Number of Complaints Filed	42	40	39	48	51	7		
Number of Complainants	42	40	39	46	48	7		
Repeat Filers	0	0	0	2	1	0		
<b>Complaints by Basis</b>			<b>Comparative Data</b>					
<ol style="list-style-type: none"> <li>1. Number of complaints: This is based on the number of complaints filed during the Fiscal Year.</li> <li>2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year.</li> <li>3. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year.</li> </ol>			<b>Previous Fiscal Year Data</b>					<b>2014 Through 12-31</b>
<b><u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u></b>			2009	2010	2011	2012	2013	
Race			12	13	12	16	23	2
Color			2	4	8	9	11	1
Religion			4	4	2	2	7	0
Reprisal			22	18	20	26	25	1
Sex			20	22	14	28	19	3
PDA			0	0	0	1	0	0
National Origin			7	7	7	11	14	0
Equal Pay Act			0	0	0	0	0	0
Age			20	19	20	23	26	3
Disability			10	6	11	11	21	3
Genetics			0	0	0	0	0	0
Non-EEO			0	3	1	1	1	1
<b>Complaints by Issue</b>			<b>Comparative Data</b>					
<b><u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u></b>			<b>Previous Fiscal Year Data</b>					<b>2014 Through 12-31</b>
			2009	2010	2011	2012	2013	
Appointment/Hire			6	11	10	15	7	1
Assignment of Duties			6	5	2	7	2	0

Awards	2	2	3	2	2	<u>0</u>
Conversion to Full-time	0	0	0	0	0	<u>0</u>
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	<u>0</u>
Reprimand	3	1	2	3	2	<u>0</u>
Suspension	2	2	2	2	4	<u>0</u>
Removal	0	0	1	0	3	<u>0</u>
Other	0	0	1	0	0	<u>0</u>
Duty Hours	0	0	1	2	0	<u>0</u>
Evaluation Appraisal	3	5	5	4	8	<u>0</u>
Examination/Test	0	1	0	0	0	<u>0</u>
<b>Harassment</b>						
Non-Sexual	26	16	15	21	18	<u>3</u>
Sexual	2	4	1	1	1	<u>0</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay (Including Overtime)	0	0	0	0	1	<u>0</u>
Promotion/Non-Selection	6	2	1	8	4	<u>2</u>
<b>Reassignment</b>						
Denied	0	0	0	2	0	<u>0</u>
Directed	1	0	2	1	0	<u>0</u>
Reasonable Accommodation	3	1	3	2	5	<u>0</u>
Reinstatement	0	0	0	0	0	<u>0</u>
Retirement	0	2	3	0	1	<u>0</u>
Termination	3	2	2	1	9	<u>0</u>
Terms/Conditions of Employment	5	5	6	11	4	<u>1</u>
Time and Attendance	2	3	2	1	0	<u>0</u>
Training	2	2	2	6	4	<u>0</u>
Other	1	5	3	0	0	<u>0</u>
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014 Through 12-31</b>
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Complaints pending during fiscal year						
Average number of days in investigation	189.16	197.94	207.96	163.94	213.68	277.00
Average number of days in final action	255.23	94.25	104.85	172.94	85.58	251.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	162.00	204.92	233.43	161.95	196.78	173.00

Average number of days in final action	4.57	23.00	39.40	48.20	9.40	0						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	282.29	181.20	180.54	167.42	232.69	297.80						
Average number of days in final action	331.52	137.00	170.30	220.92	140.00	251.50						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014 Through 12-31</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Total Complaints Dismissed by Agency	4	2	6	6	0						0	
Average days pending prior to dismissal	317	244	316	115	0						3	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	0	6	4	3	4						0	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014 Through 12-31</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	2		1		2		0		0		0	
Without Hearing	0	0	0	0	2	100	0	0	0	0	0	0
With Hearing	2	100	1	100	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014 Through 12-31</b>	
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	2		1		2		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	1	100	1	50	0	0	0	0	0	0
Sex	0	0	0	0	1	50	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	50	0	0	0	0	0	0
Disability	0	0	0	0	1	50	0	0	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

<b>Findings After Hearing</b>	2		1		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	1	100	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	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	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
<b>Findings Without Hearing</b>	0		0		2		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	1	100
Religion	0	0	0	0	0	0	0	0	0	0	1	100
Reprisal	0	0	0	0	1	50	0	0	0	0	1	100
Sex	0	0	0	0	1	50	0	0	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	1	100
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	100
Age	0	0	0	0	1	50	0	0	0	0	1	100
Disability	0	0	0	0	1	50	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	1	100
Non-EEO	0	0	0	0	0	0	0	0	0	0	1	100
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014 Through 12-31</b>	
	<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>2013</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	2		1		2		0		0		0	
Appointment/Hire	1	50	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	50	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0

Conversion to Full-time	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	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
Evaluation Appraisal	0	0	0	0	1	50	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	1	50	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	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	0	0	0	0	1	50	0	0	0	0	0	0
Reinstatement	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
Termination	0	0	0	0	1	50	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	50	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>	2		1		0		0		0		0	
Appointment/Hire	1	50	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	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	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
Evaluation 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												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	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
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	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	50	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		0		2		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	100
Assignment of Duties	0	0	0	0	1	50	0	0	0	0	1	100
Awards	0	0	0	0	0	0	0	0	0	0	1	100
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	1	100
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	1	100
Reprimand	0	0	0	0	0	0	0	0	0	0	1	100
Suspension	0	0	0	0	0	0	0	0	0	0	1	100
Removal	0	0	0	0	0	0	0	0	0	0	1	100
Other	0	0	0	0	0	0	0	0	0	0	1	100
Duty Hours	0	0	0	0	0	0	0	0	0	0	1	100

Evaluation Appraisal	0	0	0	0	1	50	0	0	0	0	1	100	
Examination/Test	0	0	0	0	0	0	0	0	0	0	1	100	
Harassment													
Non-Sexual	0	0	0	0	1	50	0	0	0	0	1	100	
Sexual	0	0	0	0	0	0	0	0	0	0	1	100	
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	100	
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	1	100	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	1	100	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	1	100	
Directed	0	0	0	0	0	0	0	0	0	0	1	100	
Reasonable Accommodation	0	0	0	0	1	50	0	0	0	0	1	100	
Reinstatement	0	0	0	0	0	0	0	0	0	0	1	100	
Retirement	0	0	0	0	0	0	0	0	0	0	1	100	
Termination	0	0	0	0	1	50	0	0	0	0	1	100	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	1	100	
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	100	
Training	0	0	0	0	0	0	0	0	0	0	1	100	
Other - User Defined	0	0	0	0	0	0	0	0	0	0	1	100	
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>					<b>2014 Through 12-31</b>							
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>								
Total complaints from previous Fiscal Years	60	59	55	50	57	<u>72</u>							
Total Complainants	55	55	55	50	56	67							
<b>Number complaints pending</b>													
Investigation					1	3	1	3	3		<u>22</u>		
ROI issued, pending Complainant's action					0	0	0	0	0		<u>4</u>		
Hearing					16	13	13	16	22		<u>38</u>		
Final Agency Action					3	5	5	1	2		<u>6</u>		
Appeal with EEOC Office of Federal Operations					0	0	0	0	0		<u>23</u>		

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014 Through 12-31
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	4	4	5	8	10	<u>10</u>

**Pending Complaints Filed in Previous Fiscal Years by Status:**

*Number of Complaints Pending Investigation: This represents the date an investigation started through the end of the Fiscal Year.*

*ROI Issued, Pending complainant's action: This represents the date an Investigation ended through the end of the Fiscal Year.*

*Number of Complaints Pending Hearing: This represents the date a Hearing Request was received through the end of the Fiscal Year.*

*Final Agency Action: This represents the date a Request for a Final Agency Decision (FAD) is received through the end of the Fiscal Year.*

*Appeal with EEOC Office of Federal Operations: This represents the number of complainants who filed Appeals with the EEOC, Office of Federal Operations.*