Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:
Bureau of Land Management: BLM (and below)

For 3rd Quarter 2014 for period ending June 30, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Through06-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	42	40	39	48	51	21
Number of Complainants	42	40	39	46	48	21
Repeat Filers	0	0	0	2	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Through 06-30
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	
Race	12	13	12	16	23	3
Color	2	4	8	9	11	2
Religion	4	4	2	2	7	0
Reprisal	22	18	20	26	25	11
Sex	20	22	14	28	19	8
PDA	0	0	0	1	0	0
National Origin	7	7	7	11	14	1
Equal Pay Act	0	0	0	0	0	0

Age	20	19	20	23	26	5
Disability	10	6	11	11	21	9
Genetics	0	0	0	0	0	1
Non-EEO	0	3	1	1	1	2

Complaints by Issue	**Comparative Data**					
	Previous Fiscal Year Data					**2014Through 06-30**
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	**2009**	**2010**	**2011**	**2012**	**2013**	
Appointment/Hire	6	11	10	15	7	2
Assignment of Duties	6	5	2	7	2	1
Awards	2	2	3	2	2	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	1	2	3	2	2
Suspension	2	2	2	2	4	0
Removal	0	0	1	0	3	1
Other	0	0	1	0	0	0
Duty Hours	0	0	1	2	0	0
Evaluation Appraisal	3	5	5	4	8	2
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	26	16	15	21	18	10
Sexual	2	4	1	1	1	2
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	1	0
Promotion/Non-Selection	6	2	1	8	4	2
Reassignment						
Denied	0	0	0	2	0	1
Directed	1	0	2	1	0	0
Reasonable Accommodation	3	1	3	2	5	3
Reinstatement	0	0	0	0	0	0
Retirement	0	2	3	0	1	0
Termination	3	2	2	1	9	1
Terms/Conditions of Employment	5	5	6	11	4	4
Time and Attendance	2	3	2	1	0	1
Training	2	2	2	6	4	0
Other	1	5	3	0	0	0

Processing Time	**Comparative Data**					
	Previous Fiscal Year Data					**2014Through 06-30**
	2009	**2010**	**2011**	**2012**	**2013**	
Complaints pending during fiscal year						
Average number of days in investigation	189.16	197.94	207.96	163.94	213.68	259.55
Average number of days in final action	255.23	94.25	104.85	172.94	85.58	153.11
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	243.14
Average number of days in final action	4.57	23.00	39.40	48.20	9.40	64.00
Complaint pending during fiscal year where hearing was not requested						
Average number of	282.29	181.20	180.54	167.42	232.69	288.25

days in investigation						
Average number of days in final action	331.52	137.00	170.30	220.92	140.00	197.67

Complaints Dismissed by Agency	**Comparative Data**					
	Previous Fiscal Year Data					**2014Through 06-30**
	2009	**2010**	**2011**	**2012**	**2013**	
Total Complaints Dismissed by Agency	4	2	6	6	0	1
Average days pending prior to dismissal	317	244	316	115	0	195
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	6	4	3	4	1

Total Final Agency Actions Finding Discrimination	**Comparative Data**											
	Previous Fiscal Year Data										**2014Through 06-30**	
	2009		**2010**		**2011**		**2012**		**2013**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
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

Findings of Discrimination Rendered by Basis	**Comparative Data**											
	Previous Fiscal Year Data										**2014Through 06-30**	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	**2009**		**2010**		**2011**		**2012**		**2013**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total Number Findings	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
Findings After Hearing	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

Findings Without Hearing	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

Findings of Discrimination Rendered by Issue	**Comparative Data**											
	Previous Fiscal Year Data										**2014Through 06-30**	
	2009		**2010**		**2011**		**2012**		**2013**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total Number Findings	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
Findings After Hearing	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
Findings Without Hearing	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

Pending Complaints Filed in Previous Fiscal Years by Status	**Comparative Data**					
	Previous Fiscal Year Data					**2014Through 06-30**
	2009	**2010**	**2011**	**2012**	**2013**	
Total complaints from previous Fiscal Years	60	59	55	50	57	51
Total Complainants	55	55	55	50	56	48
Number complaints pending						
Investigation	1	3	1	3	3	5
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	16	13	13	16	22	36
Final Agency Action	3	5	5	1	2	8
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	27

Complaint Investigations	**Comparative Data**					
	Previous Fiscal Year Data					**2014Through 06-30**
	2009	**2010**	**2011**	**2012**	**2013**	
Pending Complaints Where	4	4	5	8	10	5

Investigations Exceed Required Time Frames						