

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

Bureau of Reclamation: BOR (and below)

For 1st Quarter 2013 for period ending December 31, 2012

****Mixed Cases are Included in this report****

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013 Through 12-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	34	30	24	35	51	22
Number of Complainants	31	29	23	35	50	22
Repeat Filers	3	1	1	0	1	0
<ol style="list-style-type: none"> Number of complaints: This is based on the number of complaints filed during the Fiscal Year. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year. <p align="center">Complaints by Basis</p>	Comparative Data					
	Previous Fiscal Year Data					2013 Through 12-31
	2008	2009	2010	2011	2012	
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>						
Race	12	5	4	7	5	4
Color	8	1	2	2	1	1
Religion	3	3	0	2	5	0
Reprisal	20	18	13	17	26	5
Sex	15	9	9	12	17	1
PDA	0	0	0	0	0	0
National Origin	8	4	2	5	5	3
Equal Pay Act	1	0	0	0	0	0
Age	17	11	6	8	19	3
Disability	8	9	7	8	19	5
Genetics	0	0	0	0	0	0

Non-EEO	0	0	2	1	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013 Through 12-31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2008	2009	2010	2011	2012	
Appointment/Hire	4	3	3	4	3	1
Assignment of Duties	2	2	1	1	2	1
Awards	1	0	0	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	1	0	1	2	4	1
Suspension	1	1	0	1	3	0
Removal	0	2	0	0	0	0
Other	0	2	1	3	3	1
Duty Hours	2	0	0	0	1	0
Evaluation Appraisal	8	2	1	2	1	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	24	13	9	16	26	7
Sexual	0	1	2	2	0	0
Medical Examination	0	0	0	0	1	0
Pay (Including Overtime)	2	1	0	0	2	0
Promotion/Non-Selection	6	4	3	6	9	3
Reassignment						
Denied	0	1	0	0	0	0
Directed	3	2	1	0	0	0
Reasonable Accommodation	1	1	0	1	5	1
Reinstatement	0	1	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	3	1	5	2	3	1
Terms/Conditions of Employment	1	1	1	1	1	2

Time and Attendance	1	0	0	0	2	1	
Training	0	1	1	2	1	0	
Other	3	2	2	2	4	1	
Processing Time	Comparative Data						
	Previous Fiscal Year Data					2013 Through 12-31	
	2008	2009	2010	2011	2012		
Complaints pending during fiscal year							
Average number of days in investigation	241.33	182.74	216.56	238.62	152.57	181.00	
Average number of days in final action	114.50	136.75	137.71	86.44	149.24	128.00	
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	236.20	197.20	210.27	322.73	149.13	181.00	
Average number of days in final action	37.57	43.57	157.67	19.71	173.14	0	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	247.75	155.62	221.50	146.10	156.54	181.00	
Average number of days in final action	191.43	209.22	122.75	138.33	137.29	128.00	
Complaints Dismissed by Agency	Comparative Data						
	Previous Fiscal Year Data					2013 Through 12-31	
	2008	2009	2010	2011	2012		
Total Complaints Dismissed by Agency	8	7	2	2	4	1	
Average days pending prior to dismissal	285	515	200	85	92	159	
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	3	2	2	3	5	1	
Total Final Agency Actions Finding Discrimination	Comparative Data						
	Previous Fiscal Year Data					2013 Through 12-31	
	2008	2009	2010	2011	2012		
	#	%	#	%	#	%	#
Total Number Findings	0	1	0	1	1	0	
Without Hearing	0	0	0	0	0	0	0
With Hearing	0	1	0	1	1	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2013 Through 12-31	
	2008		2009		2010		2011		2012		#	%
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</u>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		1		1		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	0	0	0	0	0	0	1	100	1	100	0	0
Sex	0	0	0	0	0	0	0	0	1	100	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	1	100	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 After Hearing	0		1		0		1		1		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	0	0	0	0	0	0	1	100	1	100	0	0
Sex	0	0	0	0	0	0	0	0	1	100	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	1	100	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		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	0	0	0	0	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013 Through 12-31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		1		1		0	
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	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	1	100	1	100	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	1	100	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	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	100	0	0	0	0
Findings After Hearing	0		1		0		1		1		0	
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	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	1	100	1	100	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	1	100	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	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	100	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
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	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	0	0	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	0	0	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2013 Through 12-31					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Total complaints from previous Fiscal Years	41	43	37	33	34	36						
Total Complainants	34	39	35	32	33	35						
Number complaints pending												
Investigation	1	1	0	0	0	11						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	11	9	12	5	5	16						
Final Agency Action	6	3	3	5	1	2						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	7						
Complaint Investigations	Comparative Data						2013 Through 12-31					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Pending Complaints Where Investigations Exceed Required Time Frames	3	0	0	0	0	4						

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.