

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

Bureau of Reclamation: BOR (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	30	24	35	51	<u>29</u>	<u>5</u>		
Number of Complainants	29	23	35	50	29	5		
Repeat Filers	1	1	0	1	0	0		
Complaints by Basis			Comparative Data					
1. Number of complaints: This is based on the number of complaints filed during the Fiscal Year. 2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year. 3. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year.			Previous Fiscal Year Data				2014 Through 12-31	
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>			2009	2010	2011	2012		2013
Race			5	4	7	5	<u>13</u>	<u>0</u>
Color			1	2	2	1	<u>5</u>	<u>0</u>
Religion			3	0	2	5	<u>5</u>	<u>0</u>
Reprisal			18	13	17	26	<u>19</u>	<u>4</u>
Sex			9	9	12	17	<u>11</u>	<u>3</u>
PDA			0	0	0	0	<u>0</u>	<u>0</u>
National Origin			4	2	5	5	<u>7</u>	<u>0</u>
Equal Pay Act			0	0	0	0	<u>0</u>	<u>0</u>
Age			11	6	8	19	<u>15</u>	<u>4</u>
Disability			9	7	8	19	<u>11</u>	<u>3</u>
Genetics			0	0	0	0	<u>0</u>	<u>0</u>
Non-EEO			0	2	1	0	<u>0</u>	<u>0</u>
Complaints by Issue			Comparative Data					
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>			Previous Fiscal Year Data				2014 Through 12-31	
			2009	2010	2011	2012		2013
Appointment/Hire			3	3	4	3	<u>1</u>	<u>1</u>
Assignment of Duties			2	1	1	2	<u>2</u>	<u>1</u>

Awards	0	0	1	0	<u>0</u>	<u>0</u>
Conversion to Full-time	0	0	0	0	<u>0</u>	<u>0</u>
Disciplinary Action						
Demotion	0	0	0	1	<u>0</u>	<u>0</u>
Reprimand	0	1	2	4	<u>3</u>	<u>1</u>
Suspension	1	0	1	3	<u>1</u>	<u>0</u>
Removal	2	0	0	0	<u>0</u>	<u>1</u>
Other	2	1	3	3	<u>0</u>	<u>0</u>
Duty Hours	0	0	0	1	<u>0</u>	<u>0</u>
Evaluation Appraisal	2	1	2	1	<u>2</u>	<u>1</u>
Examination/Test	0	0	0	0	<u>0</u>	<u>0</u>
Harassment						
Non-Sexual	13	9	16	26	<u>17</u>	<u>3</u>
Sexual	1	2	2	0	<u>0</u>	<u>0</u>
Medical Examination	0	0	0	1	<u>0</u>	<u>0</u>
Pay (Including Overtime)	1	0	0	2	<u>0</u>	<u>0</u>
Promotion/Non-Selection	4	3	6	9	<u>5</u>	<u>2</u>
Reassignment						
Denied	1	0	0	0	<u>0</u>	<u>0</u>
Directed	2	1	0	0	<u>0</u>	<u>0</u>
Reasonable Accommodation	1	0	1	5	<u>3</u>	<u>0</u>
Reinstatement	1	0	0	0	<u>0</u>	<u>0</u>
Retirement	0	0	0	0	<u>0</u>	<u>0</u>
Termination	1	5	2	3	<u>2</u>	<u>0</u>
Terms/Conditions of Employment	1	1	1	1	<u>8</u>	<u>1</u>
Time and Attendance	0	0	0	2	<u>2</u>	<u>0</u>
Training	1	1	2	1	<u>2</u>	<u>0</u>
Other	2	2	2	4	<u>1</u>	<u>0</u>
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014 Through 12-31
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	182.74	216.56	238.62	152.57	207.43	188.20
Average number of days in final action	136.75	137.71	86.44	149.24	90.67	122.67
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	197.20	210.27	322.73	149.13	217.06	202.33

Average number of days in final action	43.57	157.67	19.71	173.14	21.67	39.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	155.62	221.50	146.10	156.54	194.58	167.00						
Average number of days in final action	209.22	122.75	138.33	137.29	125.17	289.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2014 Through 12-31	
	2009	2010	2011	2012	2013							
Total Complaints Dismissed by Agency	7	2	2	4	1	0						
Average days pending prior to dismissal	515	200	85	92	159	3						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	2	3	5	2	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2014 Through 12-31	
	2009	2010	2011	2012	2013							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		1		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	1	100	1	100	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014 Through 12-31	
	2009	2010	2011	2012	2013							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		1		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	1	100	1	100	0	0	0	0
Sex	0	0	0	0	0	0	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	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 After Hearing												
	1		0		1		1		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	1	100	1	100	0	0	0	0
Sex	0	0	0	0	0	0	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	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		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										2014 Through 12-31	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		1		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	1	100	0	0	1	100	1	100	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	1	100	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	1	100	0	0	0	0	0	0
Findings After Hearing	1		0		1		1		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	1	100	0	0	1	100	1	100	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	1	100	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	1	100	0	0	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	<u>0</u>	0	<u>0</u>	0	
Examination/Test	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Sexual	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Medical Examination	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Pay (Including Overtime)	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Directed	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Reasonable Accommodation	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Reinstatement	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Retirement	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Termination	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Time and Attendance	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Training	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Other - User Defined	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data												
	Previous Fiscal Year Data					2014 Through 12-31							
	2009	2010	2011	2012	2013								
Total complaints from previous Fiscal Years	43	37	33	34	<u>18</u>	<u>39</u>							
Total Complainants	39	35	32	33	18	38							
Number complaints pending													
Investigation	1	0	0	0	<u>0</u>	<u>5</u>							
ROI issued, pending Complainant's action	0	0	0	0	<u>0</u>	<u>1</u>							
Hearing	9	12	5	5	<u>15</u>	<u>27</u>							
Final Agency Action	3	3	5	1	<u>3</u>	<u>6</u>							
Appeal with EEOC Office of Federal Operations	0	0	0	0	<u>12</u>	<u>13</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	0	0	0	0	0	0

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.