

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

Bureau of Reclamation: BOR (and below)

For 2nd Quarter 2014 for period ending March 31, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 03-31
	2009	2010	2011	2012	2013	
Number of Complaints Filed	30	24	35	51	<u>29</u>	<u>7</u>
Number of Complainants	29	23	35	50	29	7
Repeat Filers	1	1	0	1	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 03-31
<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>1</u>
Color	1	2	2	1	<u>5</u>	<u>1</u>
Religion	3	0	2	5	<u>5</u>	<u>0</u>
Reprisal	18	13	17	26	<u>19</u>	<u>6</u>
Sex	9	9	12	17	<u>11</u>	<u>4</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>5</u>
Disability	9	7	8	19	<u>11</u>	<u>4</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					
	Previous Fiscal Year Data					2014 Thru 03-31
<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	
Appointment/Hire	3	3	4	3	<u>1</u>	<u>2</u>
Assignment of Duties	2	1	1	2	<u>2</u>	<u>1</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	
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>4</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>1</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 Thru 03-31
	2009	2010	2011	2012	2013	

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 03-31
	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	191.14
Average number of days in final action	136.75	137.71	86.44	149.24	90.67	134.33
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	174.75
Average number of days in final action	43.57	157.67	19.71	173.14	21.67	29.67
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	213.00
Average number of days in final action	209.22	122.75	138.33	137.29	125.17	239.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 03-31
	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	0
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 Thru 03-31	
	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 Thru 03-31	
	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	

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 03- 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.												
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

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 03-31	
	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.												
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 Thru 03-31	
	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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 03-31	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 03-31	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
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												
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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 03-31	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
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						
	Previous Fiscal Year Data					2014 Thru 03-31	
	2009	2010	2011	2012	2013		
Total complaints from previous Fiscal Years	43	37	33	34	18	35	
Total Complainants	39	35	32	33	18	35	
Number complaints pending							
Investigation	1	0	0	0	0	2	
ROI issued, pending Complainant's action	0	0	0	0	0	0	
Hearing	9	12	5	5	15	27	
Final Agency Action	3	3	5	1	3	7	
Appeal with EEOC Office of Federal Operations	0	0	0	0	12	14	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 03-31
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	2

