

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

## Bureau of Indian Affairs:BIA

For 4th Quarter 2010 for period ending September 30, 2010

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Number of Complaints Filed	63	55	37	42	53	60
Number of Complainants	54	53	36	38	47	60
Repeat Filers	10	5	6	3	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	28	23	10	16	16	10
Color	13	9	0	2	5	2
Religion	2	3	2	3	1	0
Reprisal	27	35	19	20	24	24
Sex	34	26	17	20	21	29
National Origin	13	10	9	4	7	8

Equal Pay Act	4	2	0	0	0	0
Age	24	14	11	11	20	13
Disability	11	6	6	5	10	10
Non-EEO	0	0	0	0	0	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2010Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	
Appointment/Hire	2	4	5	3	6	5
Assignment of Duties	8	8	5	6	2	3
Awards	1	2	1	1	2	2
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	1
Reprimand	4	1	0	2	1	2
Suspension	2	2	3	0	1	0
Removal	0	1	1	1	7	2
Other	2	0	6	2	0	1
Duty Hours	1	1	0	0	3	0
Evaluation Appraisal	2	4	3	4	1	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	25	10	3	6	5	15
Sexual	10	13	3	4	4	5
Medical Examination	1	0	0	0	0	0

Pay (Including Overtime)	4	2	0	0	0	0
Promotion/Non-Selection	13	12	4	6	12	8
<b>Reassignment</b>						
Denied	1	0	0	1	0	0
Directed	2	2	2	0	2	1
Reasonable Accommodation	2	4	0	0	1	0
Reinstatement	0	0	1	0	0	0
Retirement	1	0	0	0	0	0
Termination	14	13	5	7	8	7
Terms/Conditions of Employment	5	3	0	1	1	5
Time and Attendance	2	3	0	0	4	2
Training	4	10	1	1	0	1
Other	1	4	7	1	1	3
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2010Thru09-30</b>
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	
Complaints pending during fiscal year						
Average number of days in investigation	168.85	261.91	350.71	385.23	286.41	273.61
Average number of days in final action	0	377.71	257.60	152.32	332.13	127.68
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	65.94	107.52	174.88	232.47	107.00	41.78
Average number of days in final action	0	40.50	20.67	11.20	110.57	11.50









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
<b>Findings Without Hearing</b>	0		0		0		0		3		5	



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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2010Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
Total complaints from previous Fiscal Years	23	86	110	102	115	127						
Total Complainants	20	72	98	94	105	112						
<b>Number complaints pending</b>												
Investigation	4	15	19	21	24	8						
ROI issued, pending Complainant's action	1	1	1	0	1	2						
Hearing	11	24	29	31	40	40						
Final Agency Action	4	14	9	18	9	16						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2010Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	13	30	23	32	40	29						