

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

BIE School: BIE (and below), Bureau of Indian Affairs: BIA (and below)

For 4th Quarter 2015 for period ending September 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	83	54	38	42	29	44
Number of Complainants	82	54	38	42	29	44
Repeat Filers	1	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	13	13	13	13	12	9
Color	3	4	4	2	2	2
Religion	0	3	1	3	3	1
Reprisal	34	24	16	19	12	18
Sex	36	19	18	17	9	18

PDA	0	0	0	0	0	0
National Origin	11	10	7	7	5	7
Equal Pay Act	0	0	0	0	0	0
Age	21	22	19	16	9	12
Disability	12	7	7	7	5	7
Genetics	0	0	0	0	0	0
Non-EEO	1	1	2	1	0	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	8	4	2	3	1	4
Assignment of Duties	5	3	5	7	1	3
Awards	2	1	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	1	0
Reprimand	2	3	3	5	4	0
Suspension	2	3	0	2	1	1
Removal	2	0	0	2	3	0
Other	1	1	1	0	0	0
Duty Hours	0	3	0	0	0	1
Evaluation Appraisal	3	3	1	4	0	3
Examination/Test	0	0	0	0	0	1
Harassment						

Non-Sexual	24	16	9	12	6	19
Sexual	5	1	3	2	0	0
Medical Examination	0	0	0	0	0	1
Pay (Including Overtime)	1	0	3	2	2	3
Promotion/Non-Selection	12	7	2	2	3	4
Reassignment						
Denied	0	0	0	0	1	0
Directed	3	3	1	1	2	4
Reasonable Accommodation	0	0	2	1	1	2
Reinstatement	0	1	0	0	0	0
Retirement	0	1	0	1	0	0
Termination	14	12	11	10	2	8
Terms/Conditions of Employment	5	2	4	2	3	1
Time and Attendance	3	1	2	2	1	2
Training	1	3	1	0	0	0
Other	1	1	0	0	1	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	0	0	332.00	292.29	348.50	338.71
Average number of days in final action	118.97	168.19	166.29	280.66	414.79	56.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	0	332.00	292.29	367.70	386.46

Average number of days in final action	13.50	47.17	71.17	233.16	228.36	8.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	0	0	0	0	252.50	200.78						
Average number of days in final action	193.41	329.56	237.62	337.06	671.12	68.62						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	12	13	3	7	4						6	
Average days pending prior to dismissal	266.67	301.15	114.33	484.86	610.75						175	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	5	4	3	2						3	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010	2011	2012	2013	2014							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		0		1		1		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	2	100	2	100	0	0	1	100	1	100	1	100

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		3		1		3		1		1	
Appointment/Hire	2	29	1	33	1	100	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	2	29	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	1	33	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	1	33	0	0	0	0
Sexual	0	0	0	0	0	0	2	67	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	1	14	1	33	0	0	0	0	0	0	1	100
Reassignment												

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					2015Thru09-30						
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	53	71	66	37	27	28						
Total Complainants	49	68	65	37	27	28						
Number complaints pending												
Investigation	53	71	65	31	10	3						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	24	33	38	26	22	27						
Final Agency Action	16	17	15	10	1	1						
Appeal with EEOC Office of Federal Operations	7	9	9	16	17	12						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2015Thru09-30						
	2010	2011	2012	2013	2014							
Pending Complaints Where Investigations Exceed Required Time Frames	82	100	74	39	18	4						