

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 2016 for period ending September 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	54	38	42	29	45	46
Number of Complainants	54	38	42	29	45	46
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
<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	12	11	15
Color	4	4	2	2	3	3
Religion	3	1	3	3	1	2
Reprisal	24	16	19	12	18	11
Sex	19	18	17	9	19	15
PDA	0	0	0	0	0	0

National Origin	10	7	7	5	8	7
Equal Pay Act	0	0	0	0	0	1
Age	22	19	16	9	13	10
Disability	7	7	7	5	7	10
Genetics	0	0	0	0	0	0
Non-EEO	1	2	1	0	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	4	2	3	1	4	7
Assignment of Duties	3	5	7	1	3	4
Awards	1	1	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	0	0
Reprimand	3	3	5	4	0	2
Suspension	3	0	2	1	1	2
Removal	0	0	2	3	0	0
Other	1	1	0	0	1	0
Duty Hours	3	0	0	0	1	0
Perf. Eval./ Appraisal	3	1	4	0	3	0
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	16	9	12	6	21	15
Sexual	1	3	2	0	0	1
Medical Examination	0	0	0	0	1	1

Pay including overtime	0	3	2	2	3	1
Promotion/Non-Selection	7	2	2	3	4	1
Reassignment						
Denied	0	0	0	1	0	1
Directed	3	1	1	2	4	3
Reasonable Accommodation Disability	0	2	1	1	2	4
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement	1	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	12	11	10	2	9	8
Terms/Conditions of Employment	2	4	2	3	1	2
Time and Attendance	1	2	2	1	2	3
Training	3	1	0	0	0	2
Other						
User Defined - Other 1	1	0	0	1	1	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	299.00	428.67	262.18	348.50	322.03	247.03
Average number of days in final action	167.62	164.62	280.11	414.21	50.42	54.00

Complaint pending during fiscal year where hearing was requested													
Average number of days in investigation		0	560.00	262.18	367.70	359.66	237.53						
Average number of days in final action		46.17	70.17	232.16	227.36	7.00	49.67						
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		299.00	166.00	0	252.50	200.78	255.14						
Average number of days in final action		329.56	231.29	337.06	671.12	61.56	46.44						
Complaints Dismissed by Agency		Comparative Data											
		Previous Fiscal Year Data									2016Thru09-30		
		2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency		13	3	7	4	6	12						
Average days pending prior to dismissal		301.15	114.33	484.86	610.75	175	239.83						
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		5	4	3	2	4	2						
Total Final Agency Actions Finding Discrimination		Comparative Data											
		Previous Fiscal Year Data									2016Thru09-30		
		2011	2012	2013	2014	2015							
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		3		1		3		1		1		0	
Without Hearing		1	33	1	100	3	100	0	0	0	0	0	0
With Hearing		2	67	0	0	0	0	1	100	1	100	0	0
Findings of Discrimination Rendered by Basis		Comparative Data											
		Previous Fiscal Year Data									2016Thru09-30		
<i>Note: Complaints can be</i>		2011	2012	2013	2014	2015							

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	71	66	37	27	23	30
Total Complainants	68	65	37	27	23	30
Number complaints pending						
Investigation	69	62	29	4	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	33	38	26	22	21	28
Final Agency Action	17	15	10	1	2	1
Appeal with EEOC Office of Federal Operations	9	11	18	19	16	14
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	98	70	35	12	0	4