

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Bureau of Land Management:BLM (and below)

For 2nd Quarter 2016 for period ending March 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	39	48	51	28	46	24
Number of Complainants	39	46	48	28	45	24
Repeat Filers	0	2	1	0	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	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	12	16	23	4	8	7
Color	8	9	11	4	5	1
Religion	2	2	7	1	0	0
Reprisal	20	26	25	15	19	9
Sex	14	28	19	11	12	12

PDA	0	1	0	0	0	0
National Origin	7	11	14	1	3	3
Equal Pay Act	0	0	0	0	0	0
Age	20	23	26	6	17	3
Disability	11	11	21	10	19	10
Genetics	0	0	0	1	0	0
Non-EEO	1	1	1	3	3	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
<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	10	15	7	2	8	3
Assignment of Duties	2	7	2	2	5	3
Awards	3	2	2	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	3	2	5	2	0
Suspension	2	2	4	0	1	0
Removal	1	0	3	1	0	0
Other	0	0	0	0	0	0
Duty Hours	1	2	0	0	1	1
Perf. Eval./ Appraisal	5	4	8	2	1	3
Examination/Test	0	0	0	0	0	0
Harassment						

Non-Sexual	15	21	18	13	17	8
Sexual	1	1	1	3	1	1
Medical Examination	0	0	0	0	1	0
Pay including overtime	0	0	1	0	2	0
Promotion/Non-Selection	1	8	4	3	7	1
Reassignment						
Denied	0	2	0	1	0	0
Directed	2	1	0	0	3	1
Reasonable Accommodation Disability	3	2	5	3	6	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	3	0	1	0	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	1
Termination	2	1	9	1	3	1
Terms/Conditions of Employment	6	11	4	4	5	2
Time and Attendance	2	1	0	1	1	1
Training	2	6	4	0	1	0
Other						
User Defined - Other 1	0	0	0	0	0	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					2016Thru03-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	0	0	0	0	0	172.95
Average number of days in final action	0	0	0	0	0	47.07
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	233.43	161.95	196.78	242.20	212.60	173.00
Average number of days in final action	39.40	48.20	9.40	186.20	16.60	19.20
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	180.54	167.42	232.69	277.00	219.18	174.78
Average number of days in final action	170.30	220.92	140.00	173.50	63.38	63.89
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	6	6	0	3	5	5
Average days pending prior to dismissal	316	115	0	141	180.2	50.4
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	4	3	4	2	0	1

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										2016Thru03-31	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	50	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/Perm Status	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
Perf. Eval./ Appraisal	1	50	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	50	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	55	50	57	34	34	46
Total Complainants	55	50	56	31	33	45
Number complaints pending						
Investigation	1	3	3	0	1	2
ROI issued, pending Complainant's action	0	0	0	1	0	1
Hearing	13	16	22	33	34	42
Final Agency Action	5	1	2	0	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	18	11	16
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	5	8	10	0	3	0