

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Bureau of Reclamation: BOR (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	51	29	34	40	47	20
Number of Complainants	50	29	32	39	42	20
Repeat Filers	1	0	2	1	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	5	12	8	8	11	7
Color	2	5	3	3	8	7
Religion	4	4	1	2	3	0
Reprisal	29	20	23	29	30	7
Sex	19	11	16	12	21	8
PDA	0	0	0	0	1	0

National Origin	5	7	4	6	5	2
Equal Pay Act	0	0	0	0	1	0
Age	22	14	21	17	24	8
Disability	20	10	13	23	25	11
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	0	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	4	1	5	3	3	0
Assignment of Duties	3	2	4	3	7	2
Awards	0	0	0	0	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	2	0	0
Reprimand	4	3	4	2	4	2
Suspension	4	1	2	3	3	0
Removal	0	0	1	1	0	0
Other	3	0	0	0	0	0
Duty Hours	1	0	1	0	0	0
Perf. Eval./ Appraisal	2	2	5	8	8	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	26	16	16	23	27	7

Sexual	0	0	1	0	3	0
Medical Examination	1	0	0	2	0	0
Pay including overtime	2	0	0	0	2	0
Promotion/Non-Selection	8	5	9	2	9	6
Reassignment						
Denied	0	0	0	0	0	0
Directed	1	0	0	2	0	0
Reasonable Accommodation Disability	5	3	2	4	13	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	1	1
Termination	3	1	4	3	6	1
Terms/Conditions of Employment	1	8	5	7	4	2
Time and Attendance	2	2	1	4	5	2
Training	1	2	0	1	3	1
Other						
User Defined - Other 1	4	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					2017Thru03-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	134.60	207.91	221.87	212.76	194.60	200.92
Average number of days in final action	157.17	89.67	205.81	46.75	53.18	29.25
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	125.25	208.90	203.25	205.30	192.67	200.00
Average number of days in final action	189.67	20.67	25.29	27.50	25.00	15.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	172.00	198.00	296.33	229.90	198.75	200.67
Average number of days in final action	136.29	124.17	371.00	56.38	67.36	59.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	3	2	0	4	3	3
Average days pending prior to dismissal	55	120.5	0	181.5	73.67	19.67
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	2	0	3	2	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										2017Thru03- 31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		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/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	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	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					2017Thru03-31
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	7	17	22	35	21	48
Total Complainants	7	17	22	32	20	41
Number complaints pending						
Investigation	7	7	0	0	0	15
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	5	13	20	33	21	35
Final Agency Action	1	3	3	1	0	4
Appeal with EEOC Office of Federal Operations	13	16	20	15	33	14
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	15	14	0	1	2	13