

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

**BIE School:BIE (and below),Bureau of
Indian Affairs:BIA (and below),Bureau of
Land Management:BLM (and
below),Bureau of Ocean Energy
Management:BOEM (and below),Bureau of
Reclamation:BOR (and below),Bureau of
Safety/Environmental Enforce:BSEE (and
below),National Park Service:NPS (and
below),Office of Surface Mining:OSM (and
below),Office of the Secretary:OS (and
below),U.S. Fish and Wildlife Service:FWS
(and below),U.S. Geological Survey:USGS
(and below)**

For 1st Quarter 2018 for period ending December 31, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-31
	2013	2014	2015	2016	2017	
Number of Complaints Filed	306	295	333	367	329	84

Number of Complainants	299	287	326	352	322	84
Repeat Filers	5	8	7	13	5	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Race	116	88	107	105	101	27
Color	37	33	34	39	41	7
Religion	21	16	9	15	13	4
Reprisal	170	158	167	198	171	44
Sex	112	111	122	140	138	43
PDA	1	1	3	3	3	0
National Origin	44	34	44	47	41	14
Equal Pay Act	0	1	1	2	2	0
Age	108	111	120	114	118	28
Disability	88	99	114	127	106	34
Genetics	0	2	0	0	1	0
Non-EEO	6	10	9	6	12	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	19	23	30	50	32	6
Assignment of Duties	45	32	47	40	37	7
Awards	3	2	4	2	9	1
Conversion to Full Time/Perm Status	0	1	0	0	1	0

Disciplinary Action						
Demotion	0	2	3	3	1	0
Reprimand	25	32	18	18	18	4
Suspension	20	11	15	15	21	3
Removal	7	6	3	4	8	5
Other	9	4	1	0	0	0
Duty Hours	10	12	10	4	8	0
Perf. Eval./ Appraisal	51	40	42	44	43	4
Examination/Test	0	0	1	0	2	0
Harassment						
Non-Sexual	126	126	152	165	158	38
Sexual	9	13	11	16	13	4
Medical Examination	4	1	6	2	3	0
Pay including overtime	8	5	8	13	10	0
Promotion/Non-Selection	37	51	61	52	40	11
Reassignment						
Denied	3	4	0	6	0	0
Directed	2	8	12	10	11	3
Reasonable Accommodation Disability	31	29	34	41	27	12
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	1	1	1	0
Retirement	4	2	4	3	3	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	1	19	5	3
Termination	33	23	24	27	29	6
Terms/Conditions of Employment	42	38	42	48	59	11
Time and Attendance	19	24	21	23	18	3
Training	10	9	12	15	9	5

Other						
User Defined - Other 1	11	8	1	0	0	1
User Defined - Other 2	4	1	0	0	1	0
User Defined - Other 3	0	1	0	0	0	0
User Defined - Other 4	0	1	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-31
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	269.94	237.72	221.41	193.66	186.75	177.62
Average number of days in final action	154.38	270.64	84.53	58.53	48.58	45.83
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	275.51	241.70	235.48	193.81	191.84	180.86
Average number of days in final action	119.25	297.75	57.84	25.12	38.42	20.25
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	260.71	232.77	196.46	187.46	178.70	176.65
Average number of days in final action	186.72	261.52	103.18	78.82	56.88	57.36
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-31
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	26	27	37	38	42	1
Average days pending prior to dismissal	235.31	241.7	172.76	141.79	156.52	76
Complaints Withdrawn by Complainants						

Findings After Hearing	1		1		2		0		3		0	
Race	0	0	0	0	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	1	50	0	0	2	67	0	0
Sex	1	100	1	100	1	50	0	0	2	67	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	1	100	1	50	0	0	1	33	0	0
Disability	1	100	0	0	0	0	0	0	3	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		0		1		0		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	100	0	0	0	0	0	0	1	50	0	0
Sex	2	67	0	0	0	0	0	0	1	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	50	0	0
Disability	1	33	0	0	1	100	0	0	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination	Comparative Data											

Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	67	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	1	50	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2018Thru12-31					
	Previous Fiscal Year Data											
	2013	2014	2015	2016	2017							
Total complaints from previous Fiscal Years	243	216	232	218	279	485						
Total Complainants	237	204	216	206	269	464						
Number complaints pending												
Investigation	16	8	7	8	14	79						
ROI issued, pending Complainant's action	0	2	1	1	0	21						
Hearing	171	187	218	207	269	364						
Final Agency Action	54	21	14	9	7	29						
Appeal with EEOC Office of Federal Operations	72	106	95	96	67	78						
Complaint Investigations	Comparative Data						2018Thru12-31					
	Previous Fiscal Year Data											
	2013	2014	2015	2016	2017							
Pending Complaints Where	26	18	20	15	27	27						

Investigations Exceed Required Time
Frames

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