

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Bureau of Reclamation: BOR (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	35	51	29	34	40	41
Number of Complainants	35	50	29	32	39	39
Repeat Filers	0	1	0	2	1	2
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	7	5	12	8	8	11
Color	2	2	5	3	3	8
Religion	2	4	4	1	2	3
Reprisal	17	29	20	23	29	24
Sex	12	19	11	16	12	20
PDA	0	0	0	0	0	1

National Origin	5	5	7	4	6	5
Equal Pay Act	0	0	0	0	0	1
Age	8	22	14	21	17	24
Disability	8	20	10	13	23	24
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	1	0	1
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	4	1	5	3	1
Assignment of Duties	1	3	2	4	3	7
Awards	1	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	2	0
Reprimand	2	4	3	4	2	3
Suspension	1	4	1	2	3	3
Removal	0	0	0	1	1	0
Other	3	3	0	0	0	0
Duty Hours	0	1	0	1	0	0
Perf. Eval./ Appraisal	2	2	2	5	8	8
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	16	26	16	16	23	26

Sexual	2	0	0	1	0	2
Medical Examination	0	1	0	0	2	0
Pay including overtime	0	2	0	0	0	2
Promotion/Non-Selection	6	8	5	9	2	9
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	1	0	0	2	0
Reasonable Accommodation Disability	1	5	3	2	4	12
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	1
Termination	2	3	1	4	3	5
Terms/Conditions of Employment	1	1	8	5	7	4
Time and Attendance	0	2	2	1	4	4
Training	2	1	2	0	1	3
Other						
User Defined - Other 1	1	4	0	0	0	0
User Defined - Other 2	2	0	0	0	0	0
User Defined - Other 3	1	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		0	134.60	207.91	221.87	212.76	194.52						
Average number of days in final action		85.44	157.17	89.67	205.81	46.75	53.18						
Complaint pending during fiscal year where hearing was requested													
Average number of days in investigation		0	125.25	208.90	203.25	205.30	192.67						
Average number of days in final action		12.67	189.67	20.67	25.29	27.50	25.00						
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		0	172.00	198.00	296.33	229.90	198.58						
Average number of days in final action		137.33	136.29	124.17	371.00	56.38	67.36						
Complaints Dismissed by Agency		Comparative Data											
		Previous Fiscal Year Data								2016Thru09-30			
		2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency		0	3	2	0	4	3						
Average days pending prior to dismissal		0	55	120.5	0	181.5	73.67						
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		3	5	2	0	3	2						
Total Final Agency Actions Finding Discrimination		Comparative Data											
		Previous Fiscal Year Data								2016Thru09-30			
		2011	2012	2013	2014	2015							
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		1		1		0		0		0		0	

Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	1	100	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	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 and findings.</i>	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		0		0		0		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	1	100	1	100	0	0	0	0	0	0	0	0
Sex	0	0	1	100	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	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	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	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 After Hearing	1		1		0		0		0		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	1	100	1	100	0	0	0	0	0	0	0	0

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	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	0	0	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						2016Thru09-30					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	10	7	17	22	35	21						
Total Complainants	9	7	17	22	32	20						
Number complaints pending												
Investigation	10	7	7	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						

Hearing	4	5	13	20	33	21
Final Agency Action	6	1	3	3	1	0
Appeal with EEOC Office of Federal Operations	10	13	16	20	15	16
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	21	15	14	0	1	2