

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## BIE School: BIE (and below), Bureau of Indian Affairs: BIA (and below)

For 2nd Quarter 2015 for period ending March 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	82	54	38	42	29	12
Number of Complainants	81	54	38	42	29	12
Repeat Filers	1	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	12	13	13	13	12	3
Color	3	4	4	2	2	1
Religion	0	3	1	3	3	0
Reprisal	34	24	17	19	12	6
Sex	36	19	18	17	9	4

PDA	0	0	0	0	0	0
National Origin	11	10	7	7	5	1
Equal Pay Act	0	0	0	0	0	0
Age	20	22	19	16	9	6
Disability	12	7	7	7	5	1
Genetics	0	0	0	0	0	0
Non-EEO	1	1	2	1	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Appointment/Hire	8	4	2	3	1	2
Assignment of Duties	5	3	5	7	1	0
Awards	2	1	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	1	0	1	0
Reprimand	2	3	3	5	4	0
Suspension	2	3	0	2	1	0
Removal	2	0	0	2	3	0
Other	1	1	1	0	0	0
Duty Hours	0	3	0	0	0	1
Evaluation Appraisal	3	3	1	4	0	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						

Non-Sexual	24	16	9	12	6	3
Sexual	5	1	3	2	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	0	3	2	2	0
Promotion/Non-Selection	12	7	2	2	3	3
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	2	3	1	1	2	0
Reasonable Accommodation	0	0	2	1	1	1
Reinstatement	0	1	0	0	0	0
Retirement	0	1	0	1	0	0
Termination	14	12	11	10	2	2
Terms/Conditions of Employment	5	2	4	2	3	1
Time and Attendance	3	1	2	2	1	0
Training	1	3	1	0	0	0
Other	1	1	0	0	2	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru03-31</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Complaints pending during fiscal year						
Average number of days in investigation	404.79	286.40	370.04	223.75	227.60	277.86
Average number of days in final action	119.55	168.62	166.86	281.11	415.21	71.83
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	400.20	285.53	365.89	226.04	236.00	303.93

Average number of days in final action	13.50	47.17	71.17	233.16	228.36	1.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	408.61	288.50	380.27	217.89	215.00	212.67						
Average number of days in final action	194.41	330.56	238.62	338.06	672.12	86.00						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru03-31</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total Complaints Dismissed by Agency	12	13	3	7	4						0	
Average days pending prior to dismissal	266.67	301.15	114.33	484.86	610.75						0	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	3	6	4	3	2						2	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru03-31</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		0		1		1		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	2	100	2	100	0	0	1	100	1	100	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru03-31</b>	
<i>Note: Complaints can</i>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							



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	100	0	0
Disability	1	50	1	50	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
<b>Findings Without Hearing</b>	5		1		1		3		0		0	
Race	1	20	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	20	0	0	0	0	0	0	0	0	0	0
Reprisal	3	60	0	0	1	100	3	100	0	0	0	0
Sex	3	60	1	100	0	0	2	67	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	20	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	2	40	1	100	1	100	0	0	0	0	0	0
Disability	1	20	0	0	0	0	1	33	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru03-31</b>	
	<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	7		3		1		3		1		0	
Appointment/Hire	2	29	1	33	1	100	0	0	0	0	0	0







Duty Hours	0	0	1	100	0	0	0	0	0	0	0	0
Evaluation 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	0	0	0	0	0	0	1	33	0	0	0	0
Sexual	0	0	0	0	0	0	2	67	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	1	20	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	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
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	40	0	0	0	0	2	67	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2015Thru03-31</b>						
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total complaints from previous	53	69	64	35	27	38						

Fiscal Years						
Total Complainants	49	66	63	35	27	38
<b>Number complaints pending</b>						
Investigation	8	17	4	1	4	5
ROI issued, pending Complainant's action	2	0	0	0	0	2
Hearing	24	32	37	25	20	28
Final Agency Action	16	17	15	10	2	2
Appeal with EEOC Office of Federal Operations	7	8	10	17	18	16
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru03-31</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	23	34	4	2	11	3