

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

For 3rd Quarter 2015 for period ending June 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru06-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	24	35	51	29	35	27
Number of Complainants	23	35	50	29	33	27
Repeat Filers	1	0	1	0	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru06-30
	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	4	7	5	13	9	8
Color	2	2	1	5	4	3
Religion	0	2	5	5	1	1
Reprisal	13	17	26	19	25	18
Sex	9	12	17	11	17	7
PDA	0	0	0	0	0	0

National Origin	2	5	5	7	4	6
Equal Pay Act	0	0	0	0	0	0
Age	6	8	19	15	22	9
Disability	7	8	19	11	13	15
Genetics	0	0	0	0	0	0
Non-EEO	2	1	0	0	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	3	4	3	1	5	1
Assignment of Duties	1	1	2	2	3	1
Awards	0	1	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	1	2	4	3	4	1
Suspension	0	1	3	1	2	2
Removal	0	0	0	0	1	0
Other	1	3	3	0	0	0
Duty Hours	0	0	1	0	1	0
Evaluation Appraisal	1	2	1	2	5	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	9	16	26	16	18	15

Sexual	2	2	0	0	1	0
Medical Examination	0	0	1	0	0	2
Pay (Including Overtime)	0	0	2	0	0	0
Promotion/Non-Selection	3	6	9	5	9	2
Reassignment						
Denied	0	0	0	0	0	0
Directed	1	0	0	0	1	1
Reasonable Accommodation	0	1	5	3	2	3
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	2	0
Termination	5	2	3	2	4	1
Terms/Conditions of Employment	1	1	1	8	5	5
Time and Attendance	0	0	2	2	1	2
Training	1	2	1	2	0	1
Other	2	2	4	1	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru06-30
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	216.56	238.62	152.57	200.68	199.63	221.44
Average number of days in final action	137.71	86.44	149.24	90.67	210.67	48.44
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	210.27	322.73	149.13	205.25	175.40	220.55
Average number of days in final action	157.67	19.71	173.14	21.67	26.29	33.00

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	221.50	146.10	156.54	194.58	226.56	222.86						
Average number of days in final action	122.75	138.33	137.29	125.17	372.00	56.17						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2015Thru06-30	
	2010		2011		2012		2013		2014			
Total Complaints Dismissed by Agency	2	2	4	2	0	2						
Average days pending prior to dismissal	200	85	92	120.5	0	216.5						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	3	5	2	0	2						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru06-30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		0		1		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	1	100	1	100	0	0	1	100	1	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru06-30	
	2010		2011		2012		2013		2014			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		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
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	1	100	1	100	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
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	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	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 Defined	0	0	1	100	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		1		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	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 Defined	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					2015Thru06-30						
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	37	33	34	17	21	38						
Total Complainants	35	32	33	17	21	35						
Number complaints pending												
Investigation	0	0	0	1	0	25						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	12	5	5	13	19	35						
Final Agency Action	3	5	1	3	3	1						
Appeal with EEOC Office of Federal Operations	0	0	0	16	20	15						
Complaint Investigations	Comparative Data											

	Previous Fiscal Year Data					2015Thru06-30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	0	27