Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

Bureau of Reclamation:BOR (includes sub-level offices)

For 1st Quarter 2024 for period ending December 31, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pi	revious Fiscal Year Da	ata		2024 Thm: 12, 21
	2019	2020 2021		2022	2023	2024 Thru 12-31
Number of Complaints Filed	37	46	22	30	22	8
Number of Complainants	37	46	22	30	21	8
Repeat Filers	0	0	0	0	1	0

Dent 2 Comulainte hu Bonia						
Part 2 Complaints by Basis		Pi	revious Fiscal Year Da	ata		2024 7
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	- 2024 Thru 12-31
Race	8	4	4	6	7	0
Color	1	2	1	4	2	0
Religion	1	1	1	0	1	2
Reprisal	15	32	17	15	15	2
Sex	11	13	9	6	4	1
PDA	0	0	0	0	0	0
National Origin	6	2	2	4	4	3
Equal Pay Act	0	0	0	0	0	0
Age	19	17	7	9	9	5
Disability	7	17	10	13	13	4
Genetics	0	0	0	0	0	0
Non-EEO	3	8	0	0	0	2

Part 3 Complaints By Issue			Compar	ative Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions. The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.			2024 Thru 12-31			
Demety Directed and the second row has been deprecated for the current FT starting in FT2025.	2019	2020	2021	2022	2023	
Appointment/Hire	6	7	4	1	0	1
Assignment of Duties*	6	6	3	4	0	0
Awards	1	0	1	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	0	0
Reprimand**	3	1	1	1	0	0
Suspension	2	2	1	2	1	0
Removal	0	9	1	1	0	0
Other Disciplinary Actions**	0	0	0	0	4	0
Other 2**	0	0	0	0	0	0
Duty Hours*	1	1	1	0	0	0
Perf. Eval./ Appraisal	2	6	3	4	4	1
Examination/Test	0	0	1	0	0	0
Harassment	Γ	1	1	Γ	1	T
Non-Sexual	18	26	10	19	16	2
Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	2	1	0
Pay including overtime	0	0	0	3	2	1
Promotion/Non-Selection	2	13	2	4	4	3
Reassignment	1	1	1		1	1
Reassignment: Denied/Directed	1	2	0	0	2	0
Directed	0	1	0	0	0	0
Reasonable Accommodation Disability	1	10	3	5	6	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	0	0
Retirement*	0	0	2	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	1	0	4	0	0
Termination	3	3	2	2	4	0
Terms/Conditions of Employment*	5	6	0	1	0	0
Time and Attendance	2	7	2	2	4	0
Training Other Terms (Conditions of Employment*	0	0	0	1	1	0
Other Terms/Conditions of Employment*	0	0	0	0	6	0
User Defined - Other 1*	0	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

	Comparative Data										
Part 4 Processing Time		Р	revious Fiscal Year Da	ta							
	2019	2019 2020 2021 2022 2023		2023	2024 Thru 12-31						
Complaints pending during fiscal year						•					
Average number of days in investigation	326.59	256.96	234.81	166.69	185.21	0.00					
Average number of days in final action	109.42	147.22	126.88	35.00	103.00	58.00					
Complaints pending during fiscal year where hear	ng was requested					•					
Average number of days in investigation	333.06	220.73	178.61	219.21	214.75	0.00					
Average number of days in final action	61.5	68.5	64.86	32.54	84.29	0.00					
Complaints pending during fiscal year where hear	ng was not requested					•					
Average number of days in investigation	315.83	253.24	253.24 290		209.86	0.00					
Average number of days in final action	131.54	194.12	164.85	51.00	283.00	58.00					

		Comparative Data												
Part 5 Complaints Dismissed by Agency		Previous Fiscal Year Data												
	2019	2020	2021	2022	2023	2024 Thru 12-31								
Part 5 Complaints Dismissed by Agency	6	4	2	5	0	2								
Average days pending prior to dismissal	544.83	116.5	54.00	84.25	0	184.50								
	Complaints Withd	rawn by Complair	nants											
Total Complaints Withdrawn by Complainants	5	3	4	1	2	0								

	Comparative Data											
Dout (Total Final Agamay Actions Finding Discrimination			2024 Thru									
Part 6 Total Final Agency Actions Finding Discrimination	20	019	20)20	20	021	20)22	20)23	12-31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		4		1		1		0	
Without Hearing	0	0	2	67	4	100	0	0	0	0	0	0
With Hearing	0	0	1	33	0	0	1	100	1	100	0	0

Part 7 Finding of Discrimination Rendered by	Comparative Data											
Basis				Pr	evious Fis	cal Year Da	ta				2024	l Thru
Note: Complaints can be filed alleging multiple bases.	20)19	20	2020		021	20)22	20	023	12	2-31
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		4		1		1		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	2	66.67	4	100.00	1	100.00	1	100.00	0	0.00
Sex	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	1	33.33	2	50.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	2	66.67	3	75.00	0	0.00	1	100.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings After Hearing	0		1		0		1		1		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	0		2		4		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	2	100.00	4	100.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	2	50.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	50.00	3	75.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

	Comparative Data												
Dout Q Finding of Discuincingtion Dougland by Jacua				Previ	ous Fis	cal Yea	Data				2024 Thru 12-31		
Part 8 Finding of Discrimination Rendered by Issue	20	19	20	20	20	21	20	22	2023				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		3		4		1		1		0		
Appointment/Hire	0	0	2	67	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	1	25	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0	
Other 2**	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	1	100	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment	•												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Non-Sexual	0	0	0	0	3	75	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													
Reassignment: Denied/Directed	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 Disability	0	0	1	33	3	75	0	0	1	100	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	1	25	0	0	0	0	0	0	
Termination	0	0	1	33	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment*	0	0	0	0	1	25	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	1	25	0	0	0	0	0	0	
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	100	0	0	
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	

Findings After Hearing	0		1		0		1		1		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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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												
Reassignment: Denied/Directed	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 Disability	0	0	1	100	0	0	0	0	1	100	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	1	100	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	100	0	0
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

Findings Without Hearing	0		2		4		0		0		0	
Appointment/Hire	0	0	2	100	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	1	25	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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			-	•	•			•	•	-	•	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	3	75	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												
Reassignment: Denied/Directed	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 Disability	0	0	0	0	3	75	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	1	25	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	1	25	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	1	25	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data								
		2024 Thru							
	2019	2020	2021	2022	2023	12-31			
Total complaints from previous Fiscal Years	38	46	33	12	7	24			
Total Complainants	36	44	33	11	6	20			
Number complaints pending			•	•	-	•			
Investigation	6	3	1	0	0	11			
ROI issued, pending Complainant's action	2	1	0	0	3	4			
Hearing	28	32	31	9	3	5			
Final Agency Action	3	9	1	2	4	6			
Appeal with EEOC Office of Federal Operations	2	10	18	10	8	11			

Part 10 Complaint Investigations	Comparative Data						
	Previous Fiscal Year Data					2024 Thru	
	2019	2020	2021	2022	2023	12-31	
Pending Complaints Where Investigations Exceed Required Time Frames	6	1	1	1	0	0	