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

Bureau of Land Management:BLM (Includes Sub-Level Offices)

For 1st Quarter 2025 for period ending December 31, 2024

	Comparative Data									
Part 1 Complaint Activity		Pre	evious Fiscal Year D	Pata		2025 Thur. 42 24				
	2020	2021	2022	2023	2024	2025 Thru 12-31				
Number of Complaints Filed	44	47	39	53	47	14				
Number of Complainants	39	43	34	52	46	14				
Repeat Filers	5	4	5	1	1	0				

Dort 2 Complaints by Bosis			Compara	ative Data		
Part 2 Complaints by Basis		Pre	vious Fiscal Year D	Data		2025 Th
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	2025 Thru 12-31
Race	10	13	7	12	10	4
Color	5	3	3	5	5	1
Religion	1	1	8	1	2	0
Reprisal	19	26	23	28	21	8
Sex	19	26	17	25	20	5
PDA	1	1	0	0	0	1
National Origin	2	7	5	5	4	0
Equal Pay Act	0	2	1	1	0	0
Age	17	20	11	22	15	3
Disability	18	20	16	30	23	6
Genetics	0	0	2	2	0	0
Non-EEO	1	2	0	1	0	0

Part 3 Complaints By Issue			Compar	rative 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.	Previous Fiscal Year Data								
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		Ι		Ι		_			
FY2023.	2020	2021	2022	2023	2024				
Appointment/Hire	8	10	3	5	4	0			
Assignment of Duties*	0	0	0	0	0	0			
Awards	1	2	2	1	1	0			
Conversion to Full Time/Perm Status*	0	0	0	0	0	0			
Disciplinary Action		,		_					
Demotion	0	0	0	0	0	0			
Reprimand**	0	0	0	0	0	0			
Suspension	4	3	2	3	0	3			
Removal	3	1	1	0	0	2			
Other Disciplinary Actions**	2	9	7	2	2	1			
Other 2**	0	0	0	0	0	0			
Duty Hours*	0	0	0	0	0	0			
Perf. Eval./ Appraisal	6	8	4	9	4	2			
Examination/Test	0	1	0	1	0	0			
Harassment		I		<u> </u>	Ι	<u> </u>			
Non-Sexual	21	32	28	35	20	5			
Sexual	2	2	0	1	2	0			
Medical Examination	0	0	1	2	0	0			
Pay including overtime	0	5	2	3	3	0			
Promotion/Non-Selection	4	8	4	3	9	2			
Reassignment									
Reassignment: Denied/Directed	4	1	2	3	0	2			
Directed Directed	0	0	0	0	0	0			
Reasonable Accommodation Disability	9	8	7	11	5	1			
Reinstatement*	0	0	0	0	0	0			
Religious Accommodation Retirement*	0	0	3	0	0	0			
	0	0	0	0	0	0			
Sex-Stereotyping Telework	0	3	0 4	0	0	0			
Termination	8	4	9	3	2	1			
Terms/Conditions of Employment*	0	0	0	0	0	0			
Time and Attendance	4	3	3	3	1	0			
Training	4	1	3	3	0	0			
Other Terms/Conditions of Employment*	12	12	14	18	15	4			
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			

			Compar	ative Data		
Part 4 Processing Time		Pr	evious Fiscal Year D	Pata		2025 Thru 12 24
	2020	2021	2022	2023	2024	2025 Thru 12-31
Complaints pending during fiscal year						
Average number of days in investigation	176.4	193.21	176.7	151.37	206.11	175.13
Average number of days in final action	132	93.69	50.88	78.17	54.5	40.00
Complaints pending during fiscal year where h	nearing was requested					
Average number of days in investigation	203.1	187.16	201.32	134.08	202.4	157.33
Average number of days in final action	91	23.17	40.43	24.14	16.33	40.00
Complaints pending during fiscal year where h	nearing was not reques	ted				
Average number of days in investigation	155.57	174.24	140.17	164.59	200.55	228.50
Average number of days in final action	185.8	127.35	61.57	132.67	77.4	0.00

			Compara	tive Data		
Part 5 Complaints Dismissed by Agency		Previ	ous Fiscal Year	Data		0005 TI 40 04
	2020	2021	2022	2023	2024	2025 Thru 12-31
Part 5 Complaints Dismissed by Agency	0	1	3	1	0	0
Average days pending prior to dismissal	0	148	37.67	88	0	0.00
Co	omplaints Withdi	awn by Complai	nants			
Total Complaints Withdrawn by Complainants	4	4	5	0	3	5

					(Compara	ative Da	ata				
Dowt C Total Final Against Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				202	5 Thru
Part 6 Total Final Agency Actions Finding Discrimination	20	020	20)21	20)22	20)23	20)24	12	2-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		4		1		0		0		0	
Without Hearing	1	33	4	100	1	100	0	0	0	0	0	0
With Hearing	2	67	0	0	0	0	0	0	0	0	0	0

Part 7 Finding of Discrimination Rendered by						Compara	tive Data						
Basis				Pre	vious Fis	cal Year D	ata				2025	Thru	
Note: Complaints can be filed alleging multiple	20)20	20)21	20)22	20)23	20	24	12-31		
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		4		1		0		0		0		
Race	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Color	1	33.33	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	1	33.33	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	
Sex	2	66.67	2	50.00	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	1	33.33	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	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Disability	2	66.67	1	25.00	1	100.00	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	

Findings After Hearing	2		0		0		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	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	50.00	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	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	2	100.00	0	0.00	0	0.00	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
Finding Without Hearing	1		4		1		0		0		0	
Race	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	100.00	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	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	100.00	2	50.00	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	1	100.00	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	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	25.00	1	100.00	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										
Part 8 Finding of Discrimination Rendered by Issue			1	Previo	us Fis	scal Year Data		<u> </u>	Ι			Thru 12
r are a maing of Biodiminiation realizably reduc	20	20	20)21	20	22	20)23	20	24	ļ	31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		4		1		0		0		0	
Appointment/Hire	0	0	1	25	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	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment			!	•		!						-
Sexual	0	0	1	25	0	0	0	0	0	0	0	0
Non-Sexual	1	33	1	25	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	1	33	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	25	1	100	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	1	25	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 Terms/Conditions of Employment*	1	33	1	25	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

Findings After Hearing	2		0		0		0		0		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		<u>!</u>		<u>I</u>	ļ.	<u> </u>	<u>l</u>	ļ.			ļ.	
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	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment					ļ.		l	l			l	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	50	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				<u> </u>	!	<u>I</u>	<u>I</u>	!		<u>I</u>	<u>!</u>	
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	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 Terms/Conditions of Employment*	1	100	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

Findings Without Hearing	1		4		1		0		0		0	
Appointment/Hire	0	0	1	25	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	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	-	•	!					•			•	
Sexual	0	0	1	25	0	0	0	0	0	0	0	0
Non-Sexual	0	0	1	25	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	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment	•	•	•					•	1		•	
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	25	1	100	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	1	25	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 Terms/Conditions of Employment*	0	0	1	25	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

			Compar	ative Data		
Part 9 Complaints Pending from Previous Fiscal Years By Status		Previo	us Fiscal Yea	ar Data		2025 Thru
	2020	2021	2022	2023	2024	12-31
Total complaints from previous Fiscal Years	54	32	26	22	41	74
Total Complainants	49	27	23	19	39	69
Number complaints pending						
Investigation	0	0	0	0	0	13
ROI issued, pending Complainant's action	1	0	0	0	0	2
Hearing	50	27	17	7	11	27
Final Agency Action	2	2	8	11	26	31
Appeal with EEOC Office of Federal Operations	9	10	11	10	6	9

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru
	2020	2021	2022	2023	2024	12-31
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	3