

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

Bureau of Reclamation: BOR (Includes Sub-Level Offices)

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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	46	22	30	22	19	6
Number of Complainants	46	22	30	21	19	6
Repeat Filers	0	0	0	1	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	
Race	4	4	6	7	2	1
Color	2	1	4	2	4	0
Religion	1	1	0	1	3	0
Reprisal	32	17	15	15	14	4
Sex	13	9	6	4	6	2
PDA	0	0	0	0	0	0
National Origin	2	2	4	4	3	0
Equal Pay Act	0	0	0	0	0	0
Age	17	7	9	9	12	0
Disability	17	10	13	13	11	4
Genetics	0	0	0	0	0	0
Non-EEO	8	0	0	0	5	0

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Appointment/Hire	7	4	1	0	3	0
Assignment of Duties*	6	3	4	0	0	0
Awards	0	1	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand**	1	1	1	0	0	0
Suspension	2	1	2	1	2	0
Removal	9	1	1	0	0	1
Other Disciplinary Actions**	0	0	0	4	2	1
Other 2**	0	0	0	0	0	0
Duty Hours*	1	1	0	0	0	0
Perf. Eval./ Appraisal	6	3	4	4	4	1
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	26	10	19	16	15	4
Sexual	1	0	0	0	0	0
Medical Examination	0	0	2	1	0	0
Pay including overtime	0	0	3	2	0	0
Promotion/Non-Selection	13	2	4	4	4	0
Reassignment						
Reassignment: Denied/Directed	2	0	0	2	2	0
Directed	1	0	0	0	0	0
Reasonable Accommodation Disability	10	3	0	6	5	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	0	0
Retirement*	0	2	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	4	0	2	2
Termination	3	2	2	4	1	0
Terms/Conditions of Employment*	6	0	1	0	0	0
Time and Attendance	7	2	2	4	2	1
Training	0	0	1	1	0	1
Other Terms/Conditions of Employment*	0	0	0	6	3	3
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

Findings Without Hearing	2		4		0		0		0		0	
Appointment/Hire	2	100	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	1	25	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	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	3	75	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	3	75	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	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	1	25	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	1	25	0	0	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					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	46	33	12	7	18	35
Total Complainants	44	33	11	6	15	32
Number complaints pending						
Investigation	3	1	0	0	0	9
ROI issued, pending Complainant's action	1	0	0	3	0	1
Hearing	32	31	9	3	5	6
Final Agency Action	9	1	2	4	9	14
Appeal with EEOC Office of Federal Operations	10	18	10	8	12	12

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