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

## **Bureau of Indian Affairs: BIA (includes sub-level offices)**

For 3rd Quarter 2023 for period ending June 30, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pı	revious Fiscal Year Da	ıta		2022 Thur. 05 20
	2018	2019	2020	2021	2022	2023 Thru 06-30
Number of Complaints Filed	20	27	15	24	16	8
Number of Complainants	20	27	15	24	16	8
Repeat Filers	0	0	0	0	0	0

Dant 2 Canadainta ha Basia						
Part 2 Complaints by Basis		Pı	evious Fiscal Year D	ata		2022 Thurs
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 06-30
Race	8	7	3	9	4	3
Color	4	1	0	3	1	2
Religion	1	0	0	2	0	0
Reprisal	14	12	9	20	7	3
Sex	7	8	1	6	3	1
PDA	0	1	1	0	0	0
National Origin	3	6	0	6	1	0
Equal Pay Act	0	0	0	0	0	0
Age	7	6	5	7	2	4
Disability	6	5	2	8	3	1
Genetics	0	0	0	0	0	0
Non-EEO	0	3	0	1	1	0

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			2023 Thru 06-30			
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.	2018	2019	2020	2021	2022	_
Appointment/Hire	2	5	1	3	4	0
Assignment of Duties*	3	2	2	3	2	0
Awards	0	2	1	1	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						•
Demotion	0	0	0	0	0	0
Reprimand**	0	1	2	0	0	0
Suspension	1	0	1	0	0	0
Removal	2	0	0	1	0	0
Other Disciplinary Actions**	0	0	0	0	0	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	2	0	0	1	0
Perf. Eval./ Appraisal	2	4	1	3	1	1
Examination/Test	0	0	0	0	0	0
Harassment		!	•	•	!	
Non-Sexual	10	11	4	15	7	2
Sexual	0	2	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	0	1	0	0
Promotion/Non-Selection	0	2	0	3	0	0
Reassignment		!	•		!	
Reassignment: Denied/Directed	0	0	0	0	0	0
Directed	2	1	1	1	0	0
Reasonable Accommodation Disability	2	0	1	2	1	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	1	4	0	4	2	0
Terms/Conditions of Employment*	6	2	2	5	2	0
Time and Attendance	2	3	1	0	0	0
Training	1	1	0	2	0	0
Other Terms/Conditions of Employment*	0	0	0	0	5	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

	Comparative Data											
Part 4 Processing Time		Pi	revious Fiscal Year Da	ta		2022 71 05 20						
	2018	2019	2020	2021	2022	2023 Thru 06-30						
Complaints pending during fiscal year												
Average number of days in investigation	84.72	209.01	184.04	223.28	180.33	198.89						
Average number of days in final action	52.68	58.56	111.33	107.51	48.89	0.00						
Complaints pending during fiscal year where hear	ring was requested		•									
Average number of days in investigation	190.71	209.68	178.27	223.65	199.94	177.50						
Average number of days in final action	34	44.81	72.94	65.24	35.91	0.00						
Complaints pending during fiscal year where hear	ring was not requested		•									
Average number of days in investigation	182.28	210.94	179.81	210.17	171.43	216.00						
Average number of days in final action	68.75	72.67	158.09	157.51	63.65	0.00						

	Comparative Data												
Part 5 Complaints Dismissed by Agency		Prev	vious Fiscal Year I	Data									
	2018	2019	2020	2021	2022	2023 Thru 06-30							
Part 5 Complaints Dismissed by Agency	2	1	2	1	2	0							
Average days pending prior to dismissal	72	147	266.5	146	60.5	0.00							
	Complaints Withd	rawn by Complair	nants			•							
Total Complaints Withdrawn by Complainants	3	0	0	1	1	0							

	Comparative Data												
Part 6 Total Final Agency Actions Finding Discrimination				Prev	vious Fis	cal Year	Data				2023 Thru		
	20	2018		2019		)20	20	021	2022		06-30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		0		0		2		0		0		
Without Hearing	0	0	0	0	0	0	2	100	0	0	0	0	
With Hearing	1	100	0	0	0	0	0	0	0	0	0	0	

Part 7 Finding of Discrimination Rendered by	Comparative Data														
Basis				Pr	evious Fis	cal Year Da	ita				2023	3 Thru			
Note: Complaints can be filed alleging multiple bases.	20	018	20	19	20	)20	20	021	20	)22	06	-30			
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%			
Total Number Findings	2		0		0		2		0		0				
Race	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
Color	1	50.00	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	2	100.00	0	0.00	0	0.00	2	100.00	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	1	50.00	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	0	0.00	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			

Findings After Hearing	1		0		0		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	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	100.00	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	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	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	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		0		0		2		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Color	О	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	100.00	0	0.00	0	0.00	2	100.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	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

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  Previous Fiscal Year Data													
Dout O Finding of Discrimination Dandoved by Jacob			_	Previ	ous Fis	cal Yea	r Data				2023 T	hru 06-30		
Part 8 Finding of Discrimination Rendered by Issue	20	18	20	19	20	20	20	21	20	22				
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	2		0		0		2		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	·			•	•	•		•	•	-	•	•		
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				!		!		!	!		· I	!		
Sexual	1	50	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	1	50	0	0	0	0	0	0	0	0	0	0		
Reassignment		1		1	1	I .	l	1	I .	1		l		
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	2	100	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	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	1		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								ļ	!	l	l	<u> </u>
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				l.								
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	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment	-!-		!	!	!	!		!	!	<u>!</u>	!	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	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*	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

Findings Without Hearing	1		0		0		2		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	•	•	•	•	•						•	•
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	1	100	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	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	2	100	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	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							
		2023 Thru						
	2018	2019	2020	2021	2022	06-30		
Total complaints from previous Fiscal Years	31	25	29	17	16	22		
Total Complainants	30	24	29	17	16	21		
Number complaints pending		•				•		
Investigation	2	0	0	0	0	0		
ROI issued, pending Complainant's action	0	0	0	0	0	2		
Hearing	31	25	22	16	13	13		
Final Agency Action	0	0	7	1	3	10		
Appeal with EEOC Office of Federal Operations	7	3	5	9	4	2		

Part 10 Complaint Investigations	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	06-30		
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	0	3	0	0		