

**Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:**

Bureau of Reclamation: BOR

For 1st Quarter 2023 for period ending December 31, 2022

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	47	37	46	22	30	<u>3</u>
Number of Complainants	46	37	46	22	30	3
Repeat Filers	1	0	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	14	8	4	4	6	<u>1</u>
Color	3	1	2	1	4	<u>1</u>
Religion	4	1	1	1	0	<u>0</u>
Reprisal	26	15	32	17	15	<u>3</u>
Sex	19	11	13	9	6	<u>1</u>
PDA	0	0	0	0	0	<u>0</u>
National Origin	5	6	2	2	4	<u>1</u>
Equal Pay Act	1	0	0	0	0	<u>0</u>
Age	15	19	17	7	9	<u>2</u>
Disability	8	7	17	10	13	<u>3</u>
Genetics	0	0	0	0	0	<u>0</u>
Non-EEO	6	3	8	0	0	<u>0</u>

Part 3 Complaints By Issue	Comparative Data					
<i>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.</i>	Previous Fiscal Year Data					2023 Thru
	2018	2019	2020	2021	2022	12-31
Appointment/Hire	5	6	7	4	1	0
Assignment of Duties*	8	6	6	3	4	0
Awards	1	1	0	1	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0

Reprimand**	0	0	3	1	1	0
Suspension	0	0	2	2	2	0
Removal	2	1	0	9	1	0
Other Disciplinary Actions**	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	1	1	0	0
Perf. Eval./ Appraisal	2	1	2	6	4	1
Examination/Test	0	0	0	0	0	0
Harrassment						
Non-Sexual	21	18	26	10	19	3
Sexual	1	0	1	0	0	0
Medical Examination	0	0	0	0	2	0
Pay including overtime	0	0	0	0	3	0
Promotion/Non-Selection	7	2	13	2	4	0
Reassignment						
Denied	0	1	2	0	0	0
Directed	0	0	1	0	0	0
Reasonable Accommodation Disability	3	1	10	3	5	3
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement*	0	0	0	2	0	0
Sex-Stereotyping	1	0	0	0	0	0
Telework	1	1	1	0	4	0
Termination	1	3	3	2	2	0
Terms/Conditions of Employment*	3	5	6	0	1	0
Time and Attendance	2	2	7	2	2	1
Training	1	0	0	0	1	0
Other Terms/Conditions of Employment*	0	0	0	0	0	2
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	184.72	209.01	184.04	223.28	166.69	216.00
Average number of days in final action	52.68	58.56	111.33	107.51	35.00	28.00
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190.71	209.68	178.27	223.65	219.21	218.70
Average number of days in final action	34	44.81	72.94	65.24	32.54	0.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	182.29	210.94	179.81	210.17	156.83	201.33
Average number of days in final action	68.75	75.67	158.09	157.51	51.00	0.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	3	6	4	2	5	0
Average days pending prior to dismissal	126.33	544.83	116.5	54	84.25	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	5	3	4	1	0

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					

	2018		2019		2020		2021		2022		2023 Thru 12-31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		3		4		1		<u>0</u>	
Without Hearing	0	0	0	0	2	67	4	100	0	0	<u>0</u>	0
With Hearing	0	0	0	1	33	50	0	0	1	100	<u>0</u>	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 12-31	
	2018		2019		2020		2021		2022		#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		5		11		1		<u>0</u>	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Religion	0	0.00	0	0.00	0	0.00	1	9.09	0	0.00	<u>0</u>	0.00
Reprisal	0	0.00	0	0.00	2	40.00	4	36.36	1	100.00	<u>0</u>	0.00
Sex	0	0.00	0	0.00	0	0.00	1	9.09	0	0.00	<u>0</u>	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Age	0	0.00	0	0.00	1	20.00	2	18.18	0	0.00	<u>0</u>	0.00
Disability	0	0.00	0	0.00	2	40.00	3	27.27	0	0.00	<u>0</u>	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Findings After Hearing	0		0		2		0		1		<u>0</u>	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	<u>0</u>	0.00

Starting in FY2022, issues marked with:
 * are reported under Other Terms / Conditions of Employment.
 ** are reported under Other Disciplinary Actions.

Part 8 Finding of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2023		
	2018		2019		2020		2021		2022		Thru 12-31	#	%
	#	%	#	%	#	%	#	%	#	%			
Total Number Findings	0		0		3		4		1		<u>0</u>		
Appointment/Hire	0	0	0	0	2	67	0	0	0	0	<u>0</u>	0	
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reprimand**	0	0	0	0	0	0	1	25	0	0	<u>0</u>	0	
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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	<u>0</u>	0	
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	1	100.0	<u>0</u>	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Harassment													
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Non-Sexual	0	0	0	0	0	0	3	75	0	0	<u>0</u>	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reasonable Accommodation Disability	0	0	0	0	1	33	3	75	0	0	<u>0</u>	0	
Reinstatement*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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	0	0	3	75	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	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	3	75	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	1	25	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	1	25	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	1	25	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					2023 Thru 12-31
	2018	2019	2020	2021	2022	

Total complaints from previous Fiscal Years	38	38	46	33	12	28
Total Complainants	35	36	44	33	11	26
Number complaints pending						
Investigation	4	6	3	1	0	3
ROI issued, pending Complainant's action	0	2	1	0	0	3
Hearing	33	28	32	31	9	16
Final Agency Action	4	3	9	1	2	7
Appeal with EEOC Office of Federal Operations	4	2	10	18	10	10

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	11	6	1	1	1	0