

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Bureau of Reclamation: BOR (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	34	47	37	46	22	21
Number of Complainants	31	46	37	46	22	21
Repeat Filers	2	1	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	9	14	8	4	4	2
Color	8	3	1	2	1	1
Religion	1	4	1	1	1	0
Reprisal	20	26	15	32	17	9
Sex	13	19	11	13	9	4
PDA	0	0	0	0	0	0

National Origin	3	5	6	2	2	2
Equal Pay Act	0	1	0	0	0	0
Age	15	15	19	17	7	6
Disability	18	8	7	17	10	8
Genetics	0	0	0	0	0	0
Non-EEO	3	6	3	8	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	2	5	6	7	4	1
Assignment of Duties	2	8	6	6	3	2
Awards	1	1	1	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	1	0
Reprimand	2	0	3	1	1	1
Suspension	2	0	2	2	1	1
Removal	0	1	0	9	1	1
Other	0	0	0	0	0	0
Duty Hours	0	0	1	1	1	0
Perf. Eval./ Appraisal	2	1	2	6	3	3
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	17	21	18	26	10	12

Sexual	0	1	0	1	0	0
Medical Examination	0	0	0	0	0	1
Pay including overtime	1	0	0	0	0	0
Promotion/Non-Selection	8	7	2	13	2	2
Reassignment						
Denied	0	0	1	2	0	0
Directed	1	0	0	1	0	0
Reasonable Accommodation Disability	5	3	1	10	3	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement	0	0	0	0	2	1
Sex-Stereotyping	0	1	0	0	0	0
Telework	1	1	1	1	0	2
Termination	2	1	3	3	2	0
Terms/Conditions of Employment	4	3	5	6	0	0
Time and Attendance	3	2	2	7	2	1
Training	2	1	0	0	0	1
Other						
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	211.05	326.04	326.59	256.96	234.81	188.75
Average number of days in final action	58.22	154.50	109.42	147.22	126.88	41.82
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	211.07	341.08	333.06	220.73	178.61	209.67
Average number of days in final action	22.50	60.00	61.50	68.50	64.86	37.11
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	211.75	306.50	315.83	253.24	290.00	126.00
Average number of days in final action	101.75	173.40	131.54	194.12	164.85	63.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	8	3	6	4	2	3
Average days pending prior to dismissal	96.5	126.33	544.83	116.5	54	72.67
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	3	5	3	4	2

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022Thru03- 31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		3		4		2	
Appointment/Hire	0	0	0	0	0	0	2	67	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	1	25	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	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	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	3	75	1	50
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

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	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	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	50
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												
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	1	100	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	1	100	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 - User Define												
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		0		0		2		4		0	
Appointment/Hire	0	0	0	0	0	0	2	100	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	1	25	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	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												
Non-Sexual	0	0	0	0	0	0	0	0	3	75	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	35	38	38	46	33	30
Total Complainants	31	35	36	44	33	26
Number complaints pending						
Investigation	5	4	6	3	1	0
ROI issued, pending Complainant's action	0	0	2	1	0	0
Hearing	29	33	28	32	31	28
Final Agency Action	3	4	3	9	1	1
Appeal with EEOC Office of Federal Operations	9	4	2	10	18	16
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	14	11	6	1	1	0