

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

Bureau of Reclamation: BOR (and below)

For 4th Quarter 2022 for period ending September 30, 2022

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	67	92	75	57	22	30
Number of Complainants	61	90	75	57	22	30
Repeat Filers	4	2	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	15	27	15	6	4	6
Color	14	6	2	2	1	4
Religion	2	8	2	1	1	0
Reprisal	42	52	28	40	17	15
Sex	24	37	21	16	9	6
PDA	0	0	0	0	0	0
National Origin	6	10	12	2	2	4
Equal Pay Act	0	2	0	0	0	0
Age	27	29	37	19	7	9
Disability	39	16	12	19	10	13
Genetics	0	0	0	0	0	0
Non-EEO	7	12	6	9	0	0

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	
Appointment/Hire	5	10	11	7	4	1
Assignment of Duties	4	16	13	7	3	4
Awards	3	2	2	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	0	2	0	1	0
Reprimand	3	0	5	1	1	1
Suspension	4	0	4	3	1	2
Removal	0	2	0	13	1	1
Other 1	0	0	0	0	0	0
Other 2	0	0	0	0	0	0
Duty Hours	0	0	1	2	1	0
Perf. Eval./ Appraisal	4	2	3	6	3	4
Examination/Test	0	0	0	0	1	0
Harrassment						
Non-Sexual	36	41	37	34	10	19
Sexual	0	2	1	1	0	0
Medical Examination	0	0	0	0	0	2
Pay including overtime	2	0	0	0	0	3
Promotion/Non-Selection	13	15	3	16	2	4
Reassignment						
Denied	0	0	1	3	0	0
Directed	2	0	0	1	0	0
Reasonable Accommodation Disability	12	6	1	13	3	5
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement	0	0	0	0	2	0
Sex-Stereotyping	0	2	0	0	0	0
Telework	2	1	1	1	0	4
Termination	6	2	6	3	2	2
Terms/Conditions of Employment	7	4	8	8	0	1
Time and Attendance	7	3	4	10	2	2
Training	4	2	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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	185.32	184.72	209.01	184.04	223.28	166.69
Average number of days in final action	50.67	52.68	58.56	111.33	107.51	35.00
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190.63	190.71	209.68	178.27	223.65	219.21
Average number of days in final action	43.56	34	44.81	72.94	65.24	32.54
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	177.56	182.29	210.94	179.81	210.17	156.83
Average number of days in final action	56.74	68.75	75.67	158.09	157.51	51.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Part 5 Complaints Dismissed by Agency	13	6	12	7	2	5
Average days pending prior to dismissal	704	350.83	2517.16	381.83	54	84.25
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	6	10	4	4	1

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 09-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		4		4		1	
Without Hearing	0	0	0	0	0	0	2	50	4	100	0	0
With Hearing	0	0	0	0	0	0	2	50	0	0	1	100

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 09-30	
	2017		2018		2019		2020		2021			
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		0		7		11		1	
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	1	9.09	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	2	28.57	4	36.36	1	100.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	9.09	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	2	28.57	2	18.18	0	0.00

Disability	0	0.00	0	0.00	0	0.00	3	42.86	3	27.27	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	0		0		0		4		0		1	
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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
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	2	50.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	2	50.00	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	0		0		0		3		11		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	null	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	1	9.09	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	2	66.67	4	36.36	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	9.09	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	2	18.18	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	33.33	3	27.27	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 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 1	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	0	0	3	75	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	0	0	3	75	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	1	25	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	1	25	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	1	25	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	86	72	76	53	33	12
Total Complainants	75	66	72	51	33	11
Number complaints pending						
Investigation	12	7	11	3	1	0
ROI issued, pending Complainant's action	0	0	4	1	0	0
Hearing	73	63	56	39	31	9
Final Agency Action	7	6	6	9	1	2
Appeal with EEOC Office of Federal Operations	20	7	3	12	18	10

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 09-30
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	31	21	12	1	1	1