

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

Bureau of Land Management: BLM

For 3rd Quarter 2008 for period ending June 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed	16	32	38	50	44	35
Number of Complainants	16	32	38	50	44	35
Repeat Filers	3	3	4	8	2	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	4	5	10	12	12	15
Color	6	1	2	3	3	6
Religion	0	0	1	5	3	2
Reprisal	10	12	16	24	22	16

Sex	9	13	19	18	16	16
National Origin	5	6	8	8	7	8
Equal Pay Act	0	1	1	1	0	0
Age	5	13	19	18	13	15
Disability	0	6	10	12	10	3
Non-EEO	0	0	0	1	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Appointment/Hire	3	6	7	11	7	18
Assignment of Duties	0	4	6	5	4	4
Awards	0	0	3	4	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	1	0	1	2	0
Suspension	0	1	0	0	1	1
Removal	0	0	0	0	1	0
Other	0	1	0	0	1	0
Duty Hours	2	0	0	2	5	0
Evaluation Appraisal	0	0	3	3	3	3
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	5	8	21	16	23	11

Sexual	0	1	0	1	0	<u>1</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay (Including Overtime)	0	0	1	1	1	<u>0</u>
Promotion/Non-Selection	5	4	5	9	6	<u>1</u>
Reassignment						
Denied	0	0	0	1	1	<u>0</u>
Directed	0	2	1	1	0	<u>0</u>
Reasonable Accommodation	0	1	0	1	2	<u>1</u>
Reinstatement	0	0	0	0	0	<u>0</u>
Retirement	0	0	1	0	0	<u>0</u>
Termination	1	1	1	0	4	<u>1</u>
Terms/Conditions of Employment	0	3	0	1	1	<u>1</u>
Time and Attendance	1	0	0	0	3	<u>0</u>
Training	0	0	0	1	2	<u>0</u>
Other	0	3	1	1	3	<u>3</u>
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation	141.69	177.92	155.16	197.14	228.37	185.32
Average number of days in final	11.00	43.00	145.00	211.69	134.76	228.71

action						
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	170.00	161.25	113.33	150.00	202.00	92.00
Average number of days in final action	11.00	43.00	66.67	36.00	47.45	26.60
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	129.11	185.33	168.37	208.93	231.77	189.21
Average number of days in final action	0	0	168.50	291.55	230.80	341.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency	0	0	3	9	8	<u>6</u>
Average days pending prior to dismissal	0	0	158	263	321	196

Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants		0	2	4	2	3						<u>5</u>
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		0	0	1	0	3						0
Without Hearing		0	0	1	100	0	0	0	0	0	<u>0</u>	0
With Hearing		0	0	0	0	0	0	3	100	<u>0</u>	0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
	2003		2004		2005		2006		2007			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		0	0	1	0	3						0
Race		0	0	0	0	0	0	3	100	<u>0</u>	0	
Color		0	0	0	0	0	0	0	0	<u>0</u>	0	
Religion		0	0	0	0	0	0	0	0	<u>0</u>	0	
Reprisal		0	0	0	0	0	0	2	67	<u>0</u>	0	

Sex	0	0	0	0	0	0	0	0	3	100	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	1	100	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

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Findings After Hearing	0		0		0		0		3		0	
Race	0	0	0	0	0	0	0	0	3	100	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	2	67	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	3	100	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

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Findings Without Hearing	0		0		0		0		3		0	
Race	0	0	0	0	0	0	0	0	3	100	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	2	67	<u>0</u>	0

Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	0		0		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	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	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	0	0	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	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												

Non-Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	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	0	0	0	0	1	100	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2008Thru06-30					
	Previous Fiscal Year Data											
	2003	2004	2005	2006	2007							
Total complaints from previous Fiscal Years	9	23	49	47	66	<u>69</u>						
Total Complainants	7	16	17	19	30	38						
Number complaints												

pending						
Investigation	0	0	1	2	2	<u>2</u>
ROI issued, pending Complainant's action	0	0	0	0	0	<u>0</u>
Hearing	0	0	1	2	2	<u>2</u>
Final Agency Action	1	5	4	7	16	<u>21</u>
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	<u>0</u>
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	0	2	2	10	7	<u>8</u>