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

Bureau of Reclamation: BOR

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

			Con	ıparati	ve Data	1
Complaint Activity	Pre	vious 1	Fiscal \	Year D	ata	2008Thru06-
	2003	2004	2005	2006	2007	30
Number of Complaints Filed	36	57	61	35	25	<u>23</u>
Number of Complainants	36	57	61	35	25	23
Repeat Filers	3	7	9	3	1	1
Complaints by Basis			Cor	nparat	ive Dat	a
Complaints by Busis	Pı	evious	s Fiscal	Year l	Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	5 2007	2008Thru06- 30
Race	5	11	11	6	3	9
Color	2	2	2	2	3	<u>6</u>
Religion	1	4	3	1	1	<u>3</u>
Reprisal	16	27	24	18	13	13

	1	I	I	I	I	I
Sex	10	19	15	10	12	<u>11</u>
National Origin	7	8	7	8	4	<u>5</u>
Equal Pay Act	0	2	0	0	1	1
Age	20	24	32	11	8	<u>10</u>
Disability	7	9	12	6	4	<u>6</u>
Non-EEO	0	0	0	1	0	<u>0</u>
Complaints by Issue			Com	parativ	ve Data	ı
Complaints by Issue	Pro	evious	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	2008Thru06- 30
Appointment/Hire	6	13	19	6	0	<u>0</u>
Assignment of Duties	3	2	5	1	1	<u>1</u>
Awards	2	2	4	0	0	<u>0</u>
Conversion to Full-time	0	0	0	1	0	<u>0</u>
Disciplinary Action						
Demotion	2	0	0	0	0	<u>0</u>
Reprimand	1	0	2	0	0	<u>1</u>
Suspension	1	2	1	2	3	<u>1</u>
Removal	0	1	1	2	0	<u>0</u>
Other	3	2	1	1	0	<u>0</u>
Duty Hours	0	0	0	0	0	<u>2</u>
Evaluation Appraisal	2	0	0	2	1	<u>6</u>
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment						
Non-Sexual	10	13	8	7	10	<u>19</u>

Sexual		0	2	C		1	3	<u>0</u>
Medical Examinat	tion	0	0	C)	0	0	<u>0</u>
Pay (Including Ov	ertime)	7	1	1		1	1	<u>1</u>
Promotion/Non-Se	election	8	9	1	1	8	4	<u>2</u>
Reassignment					•			
Denied		1	0	1		1	0	<u>0</u>
Directed		1	2	1	.]	1	2	<u>3</u>
Reasonable Accommodation		1	5	3	3	2	2	1
Reinstatement		0	0	С)	0	0	<u>0</u>
Retirement		1	1	4		0	0	<u>0</u>
Termination		1	4	3	3	0	2	<u>2</u>
Terms/Conditions Employment	of	2	1	1		4	0	<u>0</u>
Time and Attenda	nce	1	1	C		0	0	<u>1</u>
Training		2	1	C)	1	1	<u>0</u>
Other		1	6	7	•	3	5	<u>2</u>
			Co	omp	arati	ive D)ata	
Processing Time		Previo	ıs Fisc	al Y	ear I	Data		2008Thru06-
	2003	2004	200)5	200	06	2007	30
Complaints pending during fiscal year								
Average number of days in investigation	153.50	168.3	5 177	.60	212.	.94	184.00	269.79
Average number of days in final	167.40	94.10	161	.94	103.	.49	107.26	176.93

action									
Complaint pending during fiscal year where hearing was requested		ı							
Average number of days in investigation	129.80	162.8	2 173	3.12	184.00	155.00	72.00		
Average number of days in final action	65.00	44.2	7 78	.00	41.40	39.67	41.17		
Complaint pending during fiscal year where hearing was not requested									
Average number of days in investigation	160.47	172.4	0 180).58	227.42	189.44	285.00		
Average number of days in final action	204.64	155.0	0 187	7.77	200.50	223.14	267.44		
Clainta Disa				Co	mparati	ive Data			
Complaints Disr by Agency		Previous Fiscal Year Data 2008Thru0							
		2003 2004 2005 2006 2007							
Total Complaints Dismissed by Age	ency	3	0	3	8	2	<u>6</u>		
Average days pene	ding	529	0	168	346	186	312		

Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		5 2 4 7 3										1	
Total Final						Com	par	ative	Dat	ta			
Agency Actions	L		Pre	eviou	ıs F	iscal	Yea	r Dat	a			Γhru06-	
Finding Discrimination	2	2003	2	2004	2	2005	2	006	20	07		30	
	#	%	, #	%	, #	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		1		0		0		
Without Hearing	0	0	0	0	0	0	1	100	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Findings of Discrimination Rendered by			Pre	viou				ative l		a	2008	Γhru06-	
Basis Note: Complaints	2(003	20	004	2	005	7	006	20	007		30	
can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		1		0		0		
Race	0	0	0	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	1	100	0	0	0	0	

Sex	0	0	0	0	0	0	1	100	0	0	<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	1	100	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
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<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	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<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
Findings Without Hearing	0		0		1		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<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	0	0	<u>0</u>	0

Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	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	0	0
Disability	0	0	0	0	1	100	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
						Com	par	ative	Da	ta		
Findings of Discrimination]	Pre	viou	s F	iscal `	Yea	r Dat	a			Chru06-
Rendered by Issue	20	003	20	004	2	2005	2	006	20	007		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		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	0	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	0	0
Evaluation 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	<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	0	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	0	0	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	1	100	0	0	<u>0</u>	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Duties												
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	0	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	0	0
Evaluation 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	<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	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	<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	0	0	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	0	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	0	0
Findings Without Hearing	0		0		0		1		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
						0	0	0	0	0	<u>0</u>	0

Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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			-								1	
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	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
Retirement	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 - User Defined	0	0	0	0	0	0	1	100	0	0	0	0
Pending Complai	nts					C	omj	parati	ve l	Data		
Filed in Previous F Years by Status	isca	l [1 Tevious Fiscal Teal Data 2008 Thr									
rears by Status	,		2003	20	004	200)5	2006	20	007		30
Total complaints from previous Fiscal Year			39		15	60)	82		54		<u>45</u>
Total Complainants			12]	13	24	1	23		18		21
Number complaints	5											

pending						
Investigation	0	4	2	2	3	<u>3</u>
ROI issued, pending Complainant's action	0	0	0	0	1	2
Hearing	0	4	2	2	3	<u>3</u>
Final Agency Action	0	0	5	7	5	4
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	<u>0</u>
			Com	parativ	ve Data	ı
Complaint Investigations	Pro	evious	Fiscal \	Year D	ata	2008Thru06-
	2003	2004	2005	2006	2007	30
Pending Complaints Where Investigations Exceed Required Time Frames	2	7	14	5	8	<u>6</u>