

# 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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed	36	57	61	35	25	<a href="#">23</a>
Number of Complainants	36	57	61	35	25	23
Repeat Filers	3	7	9	3	1	1
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	5	11	11	6	3	<a href="#">9</a>
Color	2	2	2	2	3	<a href="#">6</a>
Religion	1	4	3	1	1	<a href="#">3</a>
Reprisal	16	27	24	18	13	<a href="#">13</a>

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	<u>1</u>
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>
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
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>
<b>Disciplinary Action</b>						
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>
<b>Harassment</b>						
Non-Sexual	10	13	8	7	10	<u>19</u>

Sexual	0	2	0	1	3	<u>0</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay (Including Overtime)	7	1	1	1	1	<u>1</u>
Promotion/Non-Selection	8	9	11	8	4	<u>2</u>
<b>Reassignment</b>						
Denied	1	0	1	1	0	<u>0</u>
Directed	1	2	1	1	2	<u>3</u>
Reasonable Accommodation	1	5	3	2	2	<u>1</u>
Reinstatement	0	0	0	0	0	<u>0</u>
Retirement	1	1	4	0	0	<u>0</u>
Termination	1	4	3	0	2	<u>2</u>
Terms/Conditions of Employment	2	1	1	4	0	<u>0</u>
Time and Attendance	1	1	0	0	0	<u>1</u>
Training	2	1	0	1	1	<u>0</u>
Other	1	6	7	3	5	<u>2</u>
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru06-30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Complaints pending during fiscal year						
Average number of days in investigation	153.50	168.35	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						
Average number of days in investigation	129.80	162.82	173.12	184.00	155.00	72.00
Average number of days in final action	65.00	44.27	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	172.40	180.58	227.42	189.44	285.00
Average number of days in final action	204.64	155.00	187.77	200.50	223.14	267.44
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru06-30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Total Complaints Dismissed by Agency	3	0	3	8	2	<u>6</u>
Average days pending prior to dismissal	529	0	168	346	186	312

<b>Complaints Withdrawn by Complainants</b>													
Total Complaints Withdrawn by Complainants		5		2		4		7		3		<u>1</u>	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2008Thru06-30</b>		
	<b>2003</b>		<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		0		0		0		1		0		0	
Without Hearing		0	0	0	0	0	0	1	100	0	0	<u>0</u>	0
With Hearing		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2008Thru06-30</b>		
	<b>2003</b>		<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>		#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>		0		0		0		1		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	1	100	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
<b>Findings Without Hearing</b>	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												

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	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years	39	45	60	82	54	<u>45</u>
Total Complainants	12	13	24	23	18	21
<b>Number complaints</b>						

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