

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Bureau of Land Management: BLM (and below)

For 2nd Quarter 2012 for period ending March 31, 2012

\*\*Mixed Cases are Included in this report\*\*

Complaint Activity	Comparative Data						
	Previous Fiscal Year Data					2012 Thru 03-31	
	2007	2008	2009	2010	2011		
Number of Complaints Filed	45	49	42	40	37	27	
Number of Complainants	45	46	42	40	37	21	
Repeat Filers	1	4	0	0	0	0	
<ol style="list-style-type: none"> <li>1. Number of complaints: This is based on the number of complaints filed during the Fiscal Year.</li> <li>2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year.</li> <li>3. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year.</li> </ol> <p style="text-align: center;"><b>Complaints by Basis</b></p> <p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p>		Comparative Data					2012 Thru 03- 31
		Previous Fiscal Year Data					
		2007	2008	2009	2010	2011	
Race		13	14	11	13	10	6
Color		3	8	2	4	7	2

Religion	3	3	4	4	2	0
Reprisal	0	0	0	0	0	16
Sex	16	22	20	22	13	15
PDA	0	0	0	0	0	1
National Origin	7	6	7	7	6	4
Equal Pay Act	0	0	0	0	0	0
Age	14	23	20	19	19	13
Disability	10	10	10	6	10	9
Genetics	0	0	0	0	0	1
Non-EEO	1	2	0	3	1	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 03- 31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Appointment/Hire	7	19	6	11	8	6
Assignment of Duties	4	5	6	5	2	0
Awards	0	0	2	2	3	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	2	1	3	1	2	3
Suspension	1	3	2	2	3	1
Removal	1	0	0	0	1	0
Other	1	0	0	0	1	0
Duty Hours	5	0	0	0	1	1
Evaluation Appraisal	3	3	3	5	5	2

Examination/Test	0	0	0	1	0	0
<b>Harassment</b>						
Non-Sexual	24	17	27	16	14	15
Sexual	0	1	2	4	1	1
Medical Examination	0	1	0	0	0	0
Pay (Including Overtime)	2	1	0	0	0	0
Promotion/Non-Selection	8	5	5	2	1	1
<b>Reassignment</b>						
Denied	1	1	0	0	0	1
Directed	0	1	1	0	2	0
Reasonable Accommodation	2	2	3	1	3	2
Reinstatement	0	1	0	0	0	0
Retirement	0	0	0	2	3	0
Termination	4	1	3	2	2	1
Terms/Conditions of Employment	1	6	5	5	6	2
Time and Attendance	3	1	2	3	2	0
Training	2	2	2	2	2	0
Other	3	0	1	5	3	1
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 03- 31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Complaints pending during fiscal year						
Average number of days in investigation	223.13	181.50	182.09	198.86	210.92	171.87
Average number of days in final action	111.95	181.76	364.82	94.93	229.27	134.62
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	208.11	183.38	159.13	209.17	228.33	173.90						
Average number of days in final action	43.50	24.40	4.57	27.60	41.33	72.67						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	233.70	180.52	205.04	190.07	202.56	170.31						
Average number of days in final action	194.10	324.82	458.22	132.33	359.38	171.80						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012 Thru 03-31</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total Complaints Dismissed by Agency	7	10	3	2	6						4	
Average days pending prior to dismissal	280	243	371	244	316						58	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	3	7	0	6	3						1	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012 Thru 03-31</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		2		1		2		0	
Without Hearing	0	0	0	0	0	0	0	0	2	100	0	0
With Hearing	3	100	1	100	2	100	1	100	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012 Thru 03-31</b>	
<i>Note: Complaints can be filed</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							





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	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	67	0	0	0	0	1	100	1	50	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	1	33	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	0	0	0	0	0	0	0	0	1	50	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	1	50	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	1	50	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	0	0	0	0	0	0	0	0	1	50	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	1	50	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	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2012 Thru 03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total complaints from previous Fiscal Years	64	67	59	59	57	53						
Total Complainants	55	63	54	55	57	53						
<b>Number complaints pending</b>												
Investigation	2	2	1	4	3	6						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	13	7	14	11	15	20						
Final Agency Action	13	17	4	8	7	9						
Appeal with EEOC Office of Federal Operations	1	0	0	0	0	15						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03-31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	5	5	8	11

**Pending Complaints Filed in Previous Fiscal Years by Status:**

*Number of Complaints Pending Investigation: This represents the date an investigation started through the end of the Fiscal Year.*

*ROI Issued, Pending complainant's action: This represents the date an Investigation ended through the end of the Fiscal Year.*

*Number of Complaints Pending Hearing: This represents the date a Hearing Request was received through the end of the Fiscal Year.*

*Final Agency Action: This represents the date a Request for a Final Agency Decision (FAD) is received through the end of the Fiscal Year.*

*Appeal with EEOC Office of Federal Operations: This represents the number of complainants who filed Appeals with the EEOC, Office of Federal Operations.*