

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

Bureau of Indian Affairs: BIA (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	37	42	53	81	54	16
Number of Complainants	36	38	47	80	54	16
Repeat Filers	6	3	1	1	0	0
<ol style="list-style-type: none"> 1. Number of complaints: This is based on the number of complaints filed during the Fiscal Year. 2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year. 3. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year. <p style="text-align: center;">Complaints by Basis</p>	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03- 31
	<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	
Race	10	16	16	12	13	6
Color	0	2	5	3	4	1
Religion	2	3	1	0	3	1

Reprisal	0	0	0	0	0	9
Sex	17	20	21	35	19	10
PDA	0	0	0	0	0	0
National Origin	9	4	7	11	10	5
Equal Pay Act	0	0	0	0	0	0
Age	11	11	20	20	22	9
Disability	6	5	10	12	8	1
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	1	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	5	4	6	8	4	1
Assignment of Duties	5	6	2	4	3	0
Awards	1	1	2	2	1	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand	0	2	1	2	3	3
Suspension	3	0	1	2	3	0
Removal	1	1	7	2	0	0
Other	6	1	0	1	1	0
Duty Hours	0	0	3	0	3	0
Evaluation Appraisal	3	4	1	2	3	2
Examination/Test	0	0	0	0	0	0

Harassment						
Non-Sexual	3	7	5	22	16	4
Sexual	3	4	4	5	1	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	0	0
Promotion/Non-Selection	4	6	12	12	7	2
Reassignment						
Denied	0	1	0	0	0	0
Directed	2	0	2	2	3	1
Reasonable Accommodation	0	0	1	0	0	0
Reinstatement	1	0	0	0	1	0
Retirement	0	0	0	0	1	0
Termination	5	7	8	13	12	3
Terms/Conditions of Employment	0	1	1	5	2	3
Time and Attendance	0	0	4	3	1	1
Training	1	1	0	1	3	0
Other	7	1	1	2	1	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	452.15	503.45	424.05	395.35	287.93	419.04
Average number of days in final action	257.60	131.55	331.94	156.74	209.95	514.00
Complaint pending during fiscal year where hearing was requested						
Average number of	419.53	500.20	422.36	360.11	287.55	397.33

days in investigation												
Average number of days in final action	20.67	8.62	109.71	10.45	65.40	3.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	475.25	506.17	425.63	419.71	288.24	432.07						
Average number of days in final action	332.42	309.11	396.75	237.20	341.36	769.25						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 03-31	
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	3	3	2	14	20	1						
Average days pending prior to dismissal	327	472	988	289	365	83						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	5	0	2	3	4	2						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 03-31	
	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	3	7	3	0						
Without Hearing	0	0	3	100	5	71	1	33	0	0		
With Hearing	0	0	0	0	2	29	2	67	0	0		
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 03-31	
<i>Note: Complaints can be filed</i>	2007	2008	2009	2010	2011							

Promotion/Non-Selection	0	0	0	0	1	33	1	20	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	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	2	40	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	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2012 Thru 03-31					
	Previous Fiscal Year Data											
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	110	102	111	121	133	122						
Total Complainants	98	94	101	106	124	116						
Number complaints pending												
Investigation	19	21	24	7	14	30						
ROI issued, pending Complainant's action	1	0	1	2	0	9						
Hearing	28	26	33	27	35	25						
Final Agency Action	9	19	10	18	20	20						
Appeal with EEOC Office of Federal Operations	0	0	0	0	1	18						
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	23	30	37	23	20	35

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.