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

	Comparative Data									
Complaint Activity	Pr	evious	Fiscal	2 Thru	02 21					
	2007	2008	2009	2010	2011		2 Inru	03-31		
Number of Complaints Filed	45	49	42	40	37		27			
Number of Complainants	45	46	42	40	37		21			
Repeat Filers	1	4	4 0 0 0 0							
 Number of complaints: The on the number of complaints during the Fiscal Year. Number of Complainants represents the number of complainants who filed or during the Fiscal Year. Repeat Filers: This is base number of complainants more than one compliant Fiscal Year. Complaints by Base	ints filed E: This E: E: E: E: E: E: E: E: E: E: E: E: E:	is ne	Pre		mpara Fiscal Y			2012 Thru 03-		
Note: Complaints can be filed multiple bases. The sum of the not equal total complaints file	bases i	_	2007	2008	2009	2010	2011	31		
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
		Co	ompara	tive D	ata	
Complaints by Issue	Pro	evious]	Fiscal Y	Year D	ata	2012
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 03- 31
Appointment/Hire	7	19	6	11	8	6
Appointment/Hire Assignment of Duties	4	5	6	5	2	0
Assignment of Duties	4	5	6	5	2	0
Assignment of Duties Awards	4 0	5	6 2	5	3	0
Assignment of Duties Awards Conversion to Full-time	4 0	5	6 2	5	3	0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action	4 0 0	5 0 0	6 2 0	5 2 0	3 0	0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion	0 0	5 0 0	6 2 0	5 2 0	2 3 0	0 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand	0 0 2	5 0 0	6 2 0	5 2 0	2 3 0	0 0 0 3
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension	4 0 0 0 2 1	5 0 0 1 3	6 2 0 3 2	5 2 0 1 2	2 3 0 2 3	0 0 0 3 1
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal	4 0 0 2 1	5 0 0 1 3	6 2 0 3 2 0	5 2 0 1 2 0	2 3 0 2 3 1	0 0 0 3 1

Examination/Test		()	0	0	1	0	0	
Harassment									
Non-Sexual			2	4	17	27	16	14	15
Sexual			0		1	2	4	1	1
Medical Examination			()	1	0	0	0	0
Pay (Including Overtime)			2	2	1	0	0	0	0
Promotion/Non-Selection			8	3	5	5	2	1	1
Reassignment									
Denied			1	1	1	0	0	0	1
Directed			()	1	1	0	2	0
Reasonable Accommodation			2	2	2	3	1	3	2
Reinstatement			()	1	0	0	0	0
Retirement			()	0	0	2	3	0
Termination			۷	1	1	3	2	2	1
Terms/Conditions of Employ	ment]	1	6	5	5	6	2
Time and Attendance			3	3	1	2	3	2	0
Training			2		2	2	2	2	0
Other			3	3	0	1	5	3	1
				Co	mpa	rative D	ata		
Processing Time]	Previo	us	Fisc	al Y	ear Dat	a		2012
	2007	2008	8	20	09	2010	2011		hru 03- 31
Complaints pending during f	iscal year	•				I	1		
Average number of days in investigation	223.13	181.5	50	182	2.09	198.86	8.86 210.92		71.87
Average number of days in final action	111.95	181.7	76	364	1.82	94.93	229.2	7 1	34.62

Note: Complaints can be file	ed .	20	007	20	08	200)9	20	10	20	11	Thru 03-31		
Findings of Discriminatio Rendered by Basis	II 			Prev		s Fisca						2012		
	<u> </u>				1	Comp	ara	tive I	 Oata	<u> </u>	1	<u> </u>		
With Hearing	3	100) 1	100	2	100	1	100	0	0	0	0		
Without Hearing	0	0	0	0	0	0	0	0	2	100	0	0		
Total Number Findings	3		1		2		1		2		0			
	#	%		%	#	%	#	%	#	%	#	%		
Total Final Agency Actions Finding Discrimination	2	007		eviou 2008	T	scal Y	T	Data 010	Т	011		2012 ru 03 31		
(D. 4.17)				•		ompai						012		
Total Complaints Withdrawn Complainants	by		3		7	0		6	3		1			
Compla			ithd	rawn	by (Comp	lain	ants						
Average days pending prior dismissal	to		280	24	13	371	2	44	316	5	58	8		
Total Complaints Dismissed Agency	by		7	1	0	3		2	6		4			
Agency			200′	7 20	08	2009	20	010	201		03-			
Complaints Dismissed 1 Agency	by		P	revio	us l	Fiscal					2012 '	Thru		
days in final action						Com		ative	Da	ta				
Average number of	19	4.10	32	324.82		8.22	132	2.33	359	0.38	17	1.80		
Average number of days in investigation	23	3.70	18	180.52		205.04		0.07	202	2.56	17	0.31		
Complaint pending during fi	scal	yea	r who	ere he	arin	g was	not	requ	este	d				
Average number of days in final action	43	3.50	2	4.40	4	.57	27	.60	41.	.33	72	2.67		
Average number of days in investigation	208.11		208.11		18	3.38	15	9.13	209	9.17	228	3.33	17	3.90

alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		2		1		2		0	
Race	3	100	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	2	67	1	100	2	100	1	100	1	50	0	0
Sex	3	100	0	0	0	0	0	0	1	50	0	0
PDA	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	0	0
Age	0	0	0	0	0	0	0	0	1	50	0	0
Disability	0	0	0	0	0	0	0	0	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		1		2		1		0		0	
Race	3	100	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	2	67	1	100	2	100	1	100	0	0	0	0
Sex	3	100	0	0	0	0	0	0	0	0	0	0
PDA	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	0	0

Age	0	0		0	0	0		0	0	C)	0	0	0	0
Disability	0	0		0	0	0		0	0	C)	0	0	0	0
Genetics	0	0		0	0	0		0	0	C)	0	0	0	0
Non-EEO	0	0		0	0	0		0	0	C)	0	0	0	0
Findings Without Hearing	0			0		0			0			1		0	
Race	0	0		0	0	0		0	0	C)	0	0	0	0
Color	0	0		0	0	0		0	0	C)	0	0	0	0
Religion	0	0		0	0	0		0	0	C)	0	0	0	0
Reprisal	0	0		0	0	0		0	0	C)	1	100	0	0
Sex	0	0		0	0	0		0	0	C)	1	100	0	0
PDA	0	0		0	0	0		0	0	C)	0	0	0	0
National Origin	0	0		0	0	0		0	0	C)	0	0	0	0
Equal Pay Act	0	0		0	0	0		0	0	C)	0	0	0	0
Age	0	0		0	0	0		0	0	C)	1	100	0	0
Disability	0	0		0	0	0		0	0	C)	0	0	0	0
Genetics	0	0		0	0	0		0	0	C)	0	0	0	0
Non-EEO	0	0		0	0	0		0	0	C)	0	0	0	0
					C	on	npa	rat	ive]	Da	ta				
Findings of Discrimination]	Pre	viou	s Fi	sca	al Y	eai	r Da	ta				2012	
Rendered by Issue	20	07	2	2008	2	200)9	2	010		20)11	Th	ru (31	U 3 -
	#	%	#	%	#		%	#	%		#	%	#		%
Total Number Findings	3		1		2			1			2		0		
Appointment/Hire	0	0	1	100) 1		50	0	0		0	0	0		0
Assignment of Duties	0	0	0	0	0		0	0	0		1	50	0		0
Awards	0	0	0	0	0		0	0	0		0	0	0		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	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

Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
	I	I				l						
Findings After Hearing	3		1		2		1		0		0	
Appointment/Hire	0	0	1	100	1	50	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	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	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	0	0	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	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	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	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	1	50	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	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	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	0	0	0	0	0	0	0	0	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	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
					Cor	npa	rative	e Da	ata			
Pending Complaints File Previous Fiscal Years by S		2]	Previ	ous		_	rative Zear D				012
Pending Complaints File Previous Fiscal Years by S		S .	200		ous 008		al Y		ata		Thr	
_	tatus	S		7 2		Fisc	al Y	ear D	Pata 2	ì	Thr	u 03-
Previous Fiscal Years by S Total complaints from previou	tatus	S	200	7 2	008	Fisc 200	al Y 09	Zear E 2010	Pata 2	011	Thr	ru 03- 31
Previous Fiscal Years by S Total complaints from previou Fiscal Years	s	S	200 64	7 2	008 67	Fisc 200	al Y 09	Zear E 2010 59	Pata 2	011 57	Thr	ru 03- 31 53
Previous Fiscal Years by S Total complaints from previou Fiscal Years Total Complainants	s	S	200 64	7 2	008 67	Fisc 200	al Y 09 9	Zear E 2010 59	Pata 2	011 57	Thr	ru 03 - 31 53
Previous Fiscal Years by S Total complaints from previou Fiscal Years Total Complainants Number complaints pending	s	S	200 64	7 2	008 67 63	Fisc 200 59	al Y 009	2010 59	Pata 2	011 57 57	Thi	ru 03- 31 53
Previous Fiscal Years by S Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending	s	S	200 64 55		008 67 63	59 54	al Y 09 9 4	Zear D 2010 59 55	Pata 2	011 57 57	Thi	ru 03- 31 53 53
Previous Fiscal Years by S Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action	s	S	555 2 0	27 2	0008 67 63 2 0	59 54 1	9 9 4	7ear D 2010 59 55 4 0	Pata 2	011 57 57 0	Thi	53 6 0

			Compa	arative	Data	
Complaint Investigations	Pro	evious]	Fiscal Y	Year D	ata	2012
	2007	2008	2009	2010	2011	Thru 03- 31
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.