

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

### Bureau of Land Management: BLM (and below)

For 4th Quarter 2012 for period ending September 30, 2012

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	45	49	42	40	39	46
Number of Complainants	45	46	42	40	39	44
Repeat Filers	1	4	0	0	0	2
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.  <b>Complaints by Basis</b>	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>						
Race	13	14	11	13	12	16
Color	3	8	2	4	8	8

Religion	3	3	4	4	2	2
Reprisal	23	21	22	18	20	25
Sex	16	22	20	22	14	27
PDA	0	0	0	0	0	1
National Origin	7	6	7	7	7	10
Equal Pay Act	0	0	0	0	0	0
Age	14	23	20	19	20	22
Disability	10	10	10	6	11	10
Genetics	0	0	0	0	0	0
Non-EEO	1	2	0	3	1	1
	<b>Comparative Data</b>					
<b>Complaints by Issue</b>	<b>Previous Fiscal Year Data</b>					<b>2012 Through 09-30</b>
<i><b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b></i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Appointment/Hire	7	19	6	11	10	15
Assignment of Duties	4	5	6	5	2	7
Awards	0	0	2	2	3	2
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	2
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	3
Examination/Test	0	0	0	1	0	0

<b>Harassment</b>						
Non-Sexual	24	17	27	16	15	19
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	8
<b>Reassignment</b>						
Denied	1	1	0	0	0	2
Directed	0	1	1	0	2	1
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	2
Terms/Conditions of Employment	1	6	5	5	6	11
Time and Attendance	3	1	2	3	2	1
Training	2	2	2	2	2	6
Other	3	0	1	5	3	0
	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Through 09-30</b>
<b>Processing Time</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	227.37	171.28	187.87	197.94	207.96	163.94
Average number of days in final action	111.95	121.89	259.10	100.53	118.00	144.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	208.11	183.38	159.13	209.17	233.43	161.95
Average number of days in final action	43.50	24.40	4.57	27.60	41.33	48.20

Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		250.25	163.00	282.29	174.45	180.54	167.42						
Average number of days in final action		194.10	230.22	340.09	137.00	180.73	183.92						
<b>Complaints Dismissed by Agency</b>		<b>Comparative Data</b>											
		<b>Previous Fiscal Year Data</b>										<b>2012 Through 09-30</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		5	
Average days pending prior to dismissal		280		243		371		244		316		28	
<b>Complaints Withdrawn by Complainants</b>													
Total Complaints Withdrawn by Complainants		3		7		0		6		3		3	
<b>Total Final Agency Actions Finding Discrimination</b>		<b>Comparative Data</b>											
		<b>Previous Fiscal Year Data</b>										<b>2012 Through 09-30</b>	
		<b>2007</b>		<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>			
		<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</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 Through 09-30</b>	
<b>Note:</b>		<b>2007</b>	<b>2008</b>	<b>2009</b>			<b>2010</b>	<b>2011</b>					

<b>Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</b>	#	%	#	%	#	%	#	%	#	%	#	%
	<b>Total Number Findings</b>	3		1		2		1		2		0
Race	3	10	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
<b>Findings After Hearing</b>	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	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	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
<b>Findings Without Hearing</b>	0		0		0		0		2		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	0	0	1	50	0	0
Sex	0	0	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>									<b>2012 Through 09-30</b>		
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							

	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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
<b>Reassignment</b>												
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
<b>Findings After Hearing</b>	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
<b>Findings Without Hearing</b>	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

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Through 09-30</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	56	53
Total Complainants	55	63	54	55	56	53
<b>Number complaints pending</b>						
Investigation	2	2	1	4	2	4
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	17	11	15	13	16	27
Final Agency Action	9	13	3	5	5	3
Appeal with EEOC Office of Federal Operations	1	0	0	0	0	13
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Through 09-30</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	5	5	7	10

**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.*