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

Bureau of Indian Affairs:BIA (and below)

For 4th Quarter 2018 for period ending September 30, 2018

	Comparative Data											
Complaint Activity	Pr	evious	2018Thru09-30									
	2013	2014	2015	2016	2017	201011111U09-30						
Number of Complaints Filed	42	25	35	34	33	20						
Number of Complainants	42	25	35	34	33	20						
Repeat Filers	0	0	0	0	0	0						

Complaints by Dasis	Comparative Data												
Complaints by Basis	Pro	evious I	Fiscal Y	Year D	ata								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru09- 30							
Race	13	9	10	12	10	8							
Color	2	2	3	3	2	4							
Religion	3	3	1	0	1	1							
Reprisal	19	10	16	10	17	14							
Sex	17	7	13	10	13	7							
PDA	0	0	0	0	0	0							

National Origin	7	5	7	5	4	3
Equal Pay Act	0	0	0	0	0	0
Age	16	7	10	6	7	7
Disability	7	4	4	9	8	6
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	1	2	0
			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru09- 30
Appointment/Hire	3	0	3	6	6	2
Assignment of Duties	7	1	3	2	5	3
Awards	0	0	0	0	4	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	5	4	0	1	1	0
Suspension	2	1	1	1	1	1
Removal	2	1	0	0	0	2
Other	0	0	1	0	0	0
Duty Hours	0	0	1	1	1	0
Perf. Eval./ Appraisal	4	0	3	0	3	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	12	6	17	11	15	10

Sexual	2	0	0	1	4	0
Medical Examination	0	0	1	1	0	0
Pay including overtime	2	2	2	0	1	1
Promotion/Non-Selection	2	3	4	0	1	0
Reassignment						
Denied	0	1	0	1	0	0
Directed	1	2	4	3	2	2
Reasonable Accommodation Disability	1	1	1	3	1	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	10	2	4	5	5	1
Terms/Conditions of Employment	2	2	1	0	4	6
Time and Attendance	2	0	2	3	1	2
Training	0	0	0	1	1	1
Other						
User Defined - Other 1	0	0	1	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

	Comparative Data											
Processing Time]	Previous	Fiscal Y	ear Data	ì	2018Thru09-						
	2013	2014	2015	2016	2017	30						
Complaints pending during	g fiscal ye	ear										
Average number of days in investigation	262.18	348.50	337.91	246.52	191.27	179.27						
Average number of days in final action	280.11	414.21	55.90	53.75	38.75	45.73						
Complaint pending during	fiscal yea	ar where	hearing v	vas reque	ested							
Average number of days in investigation	262.18	367.70	372.31	240.08	201.44	175.00						
Average number of days in final action	232.16	227.36	7.00	49.67	4.00	45.38						
Complaint pending during	fiscal yea	ar where	hearing v	vas not re	equested							
Average number of days in investigation	0	252.50	210.14	249.09	166.00	171.12						
Average number of days in final action	337.06	671.12	72.57	43.71	51.00	48.33						
			Com	parative	Data							
Complaints Dismissed by Agency		Previous	Fiscal Y	ear Data	a	2018Thru09-						
, ,	2013	2014	2015	2016	2017	30						
Total Complaints Dismissed by Agency	7	4	4	9	7	2						
Average days pending prior to dismissal	484.86	610.75	190.5	224.56	148.71	72						
Com	plaints V	Vithdrav	vn by Co	mplaina	nts							
Total Complaints Withdrawn by Complainants	3	2	4	2	0	3						

	Comparative Data												
Total Final Agency]	Pre	vious	Fis	cal Ye	ear	Data	ı		2018	Thru09-	
Actions Finding Discrimination	2	2013	1	2014	1	2015	2	016	2	017		30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		1		1		0		0		1		
Without Hearing	3	100	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	1	100	1	100	0	0	0	0	1	100	
Findings of	Comparative Data												
Discrimination Rendered by Basis]	Pre	vious	Fis	cal Ye	ear l	Data)		2018	Thru09-	
Note: Complaints can be	2013 2014 2015 2016 2017									017	17 30		
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		1		1		0		1		2		
Race	0	0	0	0	0	0	0	0	0	0	1	50	
Color	0	0	0	0	0	0	0	0	0	0	1	50	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	3	100	0	0	1	100	0	0	0	0	2	100	
Sex	2	67	1	100	0	0	0	0	0	0	1	50	
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	1	50	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	1	100	1	100	0	0	0	0	1	50	
Disability	1	33	0	0	0	0	0	0	1	100	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	0		1		1		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	1	100
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	1	100
Sex	0	0	1	100	0	0	0	0	0	0	1	100
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	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	1	100	0	0	0	0	1	100
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
Findings Without Hearing	3		0		0		0		1		1	
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	3	100	0	0	0	0	0	0	0	0	1	100
Sex	2	67	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	1	33	0	0	0	0	0	0	1	100	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
						Comp	oara	tive	Da	ta		
Findings of			Pre	evious	Fis	cal Y	ear	Dat	a		2018	Thru09-
Discrimination Rendered by Issue	20	013	2	014	2	015	20)16	2	017		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		1		0		1		2	
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	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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
Perf. Eval./ 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	1	33	0	0	0	0	0	0	0	0	0	0
Sexual	2	67	0	0	0	0	0	0	0	0	1	50
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	1	100	0	0	0	0	1	50
Reassignment						-		-		-	-	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	67	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	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		1		0		0		1	
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	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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
Perf. Eval./ 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	0	0	0	0	0	0	0	0	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	0	0	0	0	1	100	0	0	0	0	1	100
Reassignment		-				-						
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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	0	0	0	0	0	0	0	0
Other - User Define	1	ı		ı		ı		I		I	I	I
User Defined - Other	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
		1						1		1		<u>'</u>
Findings Without Hearing	3		0		0		0		1		1	
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	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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
Perf. Eval./ 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	1	33	0	0	0	0	0	0	0	0	0	0
Sexual	2	67	0	0	0	0	0	0	0	0	1	100
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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	67	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	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Complaint Investigation Pending Complaints Where	ns		20		vious 2014		al Y	parat Zear] 2016	Da			Thru09- 30		
Complaint Investigatio	ns			Prev	vious									
						C	om	parat	tiv€	e Data	l.			
					Comparative Data									
Appeal with EEOC Office of Federal Operations			18	8	19	16	5	11		7	7			
Final Agency Action			10	0	1	2	2			0	0 0			
Hearing			20	6	22	19	19			33	31			
ROI issued, pending Complainant's action			C)	0 (1		0	0			
Investigation			25	9	4	0		1		8	2			
Number complaints pendir	ng			'										
Total Complainants			3′	7	27	21	L	25	Ì	33	30			
Total complaints from previous Fiscal Years			3'	7	27	21		25		33	31			
			20	13	2014	201	15	2016	5	2017	30			
Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data								2018Thru09-			
<u> </u>						C	om'	 parat	tive	e Data	<u> </u> L			
User Defined - Other	0	0	0	0	0	0	0	0	0	0	0	0		
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0		
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0		
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0		