

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

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	51	28	46	55	47	84
Number of Complainants	48	28	45	54	46	74
Repeat Filers	1	0	1	1	1	9
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	23	4	8	14	14	22
Color	11	4	5	2	6	7
Religion	7	1	0	2	3	6
Reprisal	25	15	19	26	24	34
Sex	19	11	12	25	22	34

PDA	0	0	0	0	0	0
National Origin	14	1	3	9	7	17
Equal Pay Act	0	0	0	0	0	0
Age	26	6	17	14	16	26
Disability	21	10	19	23	20	36
Genetics	0	1	0	0	0	2
Non-EEO	1	3	3	0	2	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	7	2	8	8	3	10
Assignment of Duties	2	2	5	6	0	7
Awards	2	0	1	0	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	2	0	0
Reprimand	2	5	2	1	0	3
Suspension	4	0	1	2	3	4
Removal	3	1	0	0	0	4
Other	0	0	0	0	0	0
Duty Hours	0	0	1	1	1	1
Perf. Eval./ Appraisal	8	2	1	6	2	2
Examination/Test	0	0	0	0	0	2
Harassment						

Non-Sexual	18	13	17	23	26	35
Sexual	1	3	1	3	3	5
Medical Examination	0	0	1	0	1	0
Pay including overtime	1	0	2	1	1	1
Promotion/Non-Selection	4	3	7	3	6	8
Reassignment						
Denied	0	1	0	2	0	0
Directed	0	0	3	2	1	1
Reasonable Accommodation Disability	5	3	6	5	1	12
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	2	0	0	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	3	1	1
Termination	9	1	3	1	2	17
Terms/Conditions of Employment	4	4	5	5	7	6
Time and Attendance	0	1	1	1	1	1
Training	4	0	1	2	1	4
Other						
User Defined - Other 1	0	0	0	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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	223.83	260.30	246.54	173.09	194.34	186.24
Average number of days in final action	79.07	179.68	45.93	41.25	69.43	75.62
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.62	242.67	272.90	166.39	199.30	201.26
Average number of days in final action	19.14	185.20	15.60	24.27	91.90	71.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	240.29	293.38	209.46	183.69	187.50	180.06
Average number of days in final action	146.00	172.50	62.78	57.33	44.88	94.06
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	0	3	5	7	2	11
Average days pending prior to dismissal	0	141	180.2	89.43	121.5	118.36
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	4	2	0	3	2	5

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		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	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	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	57	34	34	30	39	37
Total Complainants	56	31	33	26	35	35
Number complaints pending						
Investigation	3	0	1	0	0	0
ROI issued, pending Complainant's action	0	1	0	0	0	0
Hearing	22	33	34	27	37	36
Final Agency Action	2	0	0	3	2	2
Appeal with EEOC Office of Federal Operations	0	18	11	24	12	8
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	10	0	3	0	0	1