

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
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 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	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
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	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

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	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 year where hearing was requested						
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 year where hearing was not requested						
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
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
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
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	2	4	2	0	3

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

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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2018Thru09-30					
	Previous Fiscal Year Data											
	2013	2014	2015	2016	2017							
Total complaints from previous Fiscal Years	37	27	21	25	33	31						
Total Complainants	37	27	21	25	33	30						
Number complaints pending												
Investigation	29	4	0	1	8	2						
ROI issued, pending Complainant's action	0	0	0	1	0	0						
Hearing	26	22	19	24	33	31						
Final Agency Action	10	1	2	0	0	0						
Appeal with EEOC Office of Federal Operations	18	19	16	11	7	7						
Complaint Investigations	Comparative Data						2018Thru09-30					
	Previous Fiscal Year Data											
	2013	2014	2015	2016	2017							
Pending Complaints Where Investigations Exceed Required Time Frames	35	12	0	4	10	2						