

Department of the Interior
BUREAU: BUREAU OF INDIAN AFFAIRS
Equal Opportunity Data Required to be Posted by the
NO FEAR ACT
P.L. 107-174

Reporting Period: FY 2000-2004
Point of Contact: Mercedes Flores

Formal Complaints	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
# of complaints filed	35	78	61	50	49
# of individual filers	31	63	59	48	48
# of repeat filers	2	3	2	1	1
# of Complaints by Basis of Discrimination	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Race	54	42	97	21	26
Color	0	0	0	0	10
National Origin	51	391	56	16	14
Sex	47	436	122	45	24
Religion	1	5	4	0	4
Disability	58	10	19	18	11
Age	44	29	64	45	23
Reprisal	72	436	75	51	30
Non-EEO	0	0	0	0	1
# of Complaints by Issues of Alleged Discrimination	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Appointment/Hire	1	1	0	1	9
Assignment of Duties	41	37	51	14	6
Awards	3	6	9	6	0
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					5
Demotion	0	2	0	6	0
Reprimand	0	7	0	10	4
Suspension	2	0	11	6	0
Removal	24	0	0	0	1
Other	0	6	6	0	0
Duty Hours	0	0	0	0	0

OF COMPLAINTS DISMISSED

#	APT	#	APT	#	APT	#	APT	#	APT
3	481	35	691	6	391	9	366	5	587

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003
- APT calculated using total processing days

Number of Complaints Filed Prior to Fiscal Year	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Pending Complaints Filed Before Fiscal Year	137	120	99	102	52
Number of Individuals	98	85	90	93	52
Number in Investigations	77	61	53	54	47
Number in FAD	10	7	12	8	41
Complaints Pending in Current Fiscal Year					
Number of Investigations over 180 days	49	21	21	25	30

FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

		with a hearing		without hearing		with a hearing		without hearing		with a hearing		without hearing		with a hearing		without hearing		with a hearing		without hearing	
		FY 2000	FY 2000	FY 2001	FY 2001	FY 2002	FY 2002	FY 2003	FY 2003	FY 2004	FY 2004	FY 2000	FY 2000	FY 2001	FY 2001	FY 2002	FY 2002	FY 2003	FY 2003	FY 2004	FY 2004
	TOTAL	0	1	0	2	0	0	0	1	2	0	0	0	1	2	0					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BASES	Race																				
	Color																				
	National Origin																				
	Sex			1	100			1	50					1	100	1	50				
	Religion																				
	Disability															1	50				
	Age																				
	Reprisal							1	50												
	Non-EEO					1															
ISSUES	Appointment/Hire																				
	Assignments of Duties					1		1	50							1	100				
	Awards																				
	Conversion to Full Time																				
	Disciplinary Action																				

