# Department of the Interior BUREAU: BUREAU OF RECLAMATION

\* Equal Opportunity Data Required to be Posted by the NO FEAR ACT

P.L. 107-174

Reporting Period:	FY 2000-2004
Point of Contact:	Karen Megorden

Formal Complaints	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
# of complaints filed	30	36	33	41	61
# of individual filers	27	31	32	39	54
# of repeat filers	3	4	1	2	7

# of Complaints by Basis of Discrimination	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Race	14	12	7	5	14
Color	0	0	0	1	3
National Origin	5	3	6	8	8
Sex	16	19	15	13	16
Religion	5	0	4	2	3
Disability	18	12	12	12	12
Age	11	17	18	31	22
Reprisal	17	21	22	31	29
Non-EEO	0	0	0	0	0

# of Complaints by Issues of Alleged Discrimination	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Appointment/Hire	0	0	0	0	0
Assignment of Duties	0	2	2	0	0
Awards	2	2	2	3	2
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					
Demotion	0	0	0	0	1
Reprimand	5	1	0	2	0
Suspension	0	2	0	1	1
Removal	0	0	4	0	3
Other	4	0	0	0	1

Duty Hours	0	0	0	0	1
Evaluation/Appraisal	2	0	0	2	0
Examination/Test	0	0	0	0	0
Harassment					
a. Non-sexual	8	20	18	18	23
b. Sexual	15	1	0	2	
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	4	4	11	2
Promotion/Non-Selection	27	22	20	18	24
Reassignment					
a. Denied	0	0	0	2	0
b. Directed	4	7	0	3	0
Reasonable Accommodation	0	1	4	3	5
Reinstatement	0	0	0	0	0
Retirement	0	3	0	0	0
Termination	3	3	4	3	4
Terms/Condition of Employment	1	13	5	5	3
Time & Attendance	0	0	7	0	1
Training	0	0	1	0	0
Other	25	1	12	30	0

## \* Based on best available data

Average Processing Time of Pending Complaints -	FY 2000			FY 2001		FY 2002		FY 2003		FY 2004
All complaints pending during fiscal year										
	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	30	161	39	153	39	156	42	132	46	168
Final Agency Action	12	411	21	687	11	589	20	530	28	77
2. Complaints in which a hearing is not requested										
Investigation	4	146	6	201	3	192	4	156	11	176
Final Agency Action	8	85	8	105	5	179	10	154	9	216
3. Complaints in which a hearing is requested										
Investigation	2	224	1	173	0	0	1	110	35	165
Final Agency Action	5	31	13	21	3	23	7	26	19	30
		FY 2000		FY 2001		FY 2002		FY 2003		FY 2004

COMPLAINTS DISMISSED	#	APT									
	4	183	9	529	6	462	9	112	6	279	

### NOTE:

- 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	82	47	43	50	41
Number of Individuals	30	31	33	38	39
Number in Investigations	10	19	17	14	17
Number in FAD	11	2	3	3	8
Complaints Pending in Current Fiscal Year					
Number of Investigations over 180 days	3	2	8	4	5

#### FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

		with hear FY 2	ring	with hear FY 2	ing	with hear FY 2	ing	hea	hout iring 2001	with hear FY 2	ring	with hear	ring	with hear FY 2	ing	with hear FY 2	ing	with a heari	ng	with hear FY 2	ing
	TOTAL		0		0		0		1		0		0		0		0	3			0
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BASES	Race																				
	Color																				
	National Origin																				
	Sex							1	100												
	Religion																				
	Disability																				
	Age																	2	66		
	Reprisal																	1	33		
	Non-EEO																				
ISSUES	Appointment/Hire																				
	Assignments of Duties																				
	Awards																				
	Conversion to Full Time																				
	Disciplinary Action																				

D					 						
Demotion											
Reprimand											
Suspension											
Removal											
Duty Hours											
Evaluation/Appraisal											
Examination/Test											
Harassment											
a. Non-sexual											
b. Sexual											
Medical Examination											
Pay Including Overtime											
Promotion/Non-Selection									66		
Reassignment											
a. Denied											
b. Directed											
Reasonable Accommodation											
Reinstatement											
Retirement											
Termination											
Terms/Condition of Employment											
Time & Attendance									1	33	
Time & Allendance											
Training											