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

Bureau of Indian Affairs:BIA (Includes Sub-Level Offices)

For 3rd Quarter 2024 for period ending June 30, 2024

			Comparative Data									
Part 1 Complaint Activity		Pre	evious Fiscal Year D	Data		0004 Th 00 00						
	2019	2020	2021	2022	2023	2024 Thru 06-30						
Number of Complaints Filed	27	15	24	16	12	17						
Number of Complainants	27	15	24	16	12	16						
Repeat Filers	0	0	0	0	0	1						

Dort O Commisinto bu Donio			Compara	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year D	Pata		2024 Thm.
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 Thru 06-30
Race	7	3	9	4	3	5
Color	1	0	3	1	3	4
Religion	0	0	2	0	0	0
Reprisal	12	9	20	7	4	10
Sex	8	1	6	3	4	7
PDA	1	1	0	0	0	0
National Origin	6	0	6	1	0	2
Equal Pay Act	0	0	0	0	0	0
Age	6	5	7	2	5	4
Disability	5	2	8	3	1	6
Genetics	0	0	0	0	0	0
Non-EEO	3	0	1	1	0	0

Part 3 Complaints By Issue			Compar	ative Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.		Previo	ous Fiscal Yea	ar Data		2024 Thru 06-30
The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in						
FY2023.	2019	2020	2021	2022	2023	
Appointment/Hire	5	1	3	4	0	0
Assignment of Duties*	2	2	3	2	0	0
Awards	2	1	1	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action				1		T
Demotion	0	0	0	0	0	0
Reprimand**	1	2	0	0	0	0
Suspension	0	1	0	0	0	0
Removal	0	0	1	0	0	0
Other Disciplinary Actions**	0	0	0	0	1	1
Other 2**	0	0	0	0	0	0
Duty Hours*	2	0	0	1	0	0
Perf. Eval./ Appraisal	4	1	3	1	1	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	11	4	15	7	4	10
Sexual	2	1	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	1	0	0	1
Promotion/Non-Selection	2	0	3	0	0	3
Reassignment		•				•
Reassignment: Denied/Directed	0	0	0	0	0	0
Directed	1	1	1	0	0	0
Reasonable Accommodation Disability	0	1	2	0	0	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	4	0	4	2	0	0
Terms/Conditions of Employment*	2	2	5	2	0	0
Time and Attendance	3	1	0	0	0	0
Training	1	0	2	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	6	5
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

			Compara	ative Data		
Part 4 Processing Time		Pre	evious Fiscal Year D	ata		2024 Thru 06 20
	2019	2020	2021	2022	2023	2024 Thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation	177	175.92	318.67	260.85	211.45	226.10
Average number of days in final action	50	90.45	113.76	32.07	66.8	99.00
Complaints pending during fiscal year where h	nearing was requested	•				•
Average number of days in investigation	201.17	168.55	314.3	215.26	177.5	250.80
Average number of days in final action	29.5	21.29	92.71	0.14	15.63	0.00
Complaints pending during fiscal year where h	nearing was not reques	ted	-			
Average number of days in investigation	132.83	182.92	337.57	243.63	230.86	202.75
Average number of days in final action	72.57	211.5	125.4	64	271.5	198.00

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		Previ	ious Fiscal Year	Data		0004 TI 0000
	2019	2020	2021	2022	2023	2024 Thru 06-30
Part 5 Complaints Dismissed by Agency	1	2	1	2	0	1
Average days pending prior to dismissal	147	266.5	146	60.5	0	992.00
C	omplaints Withd	rawn by Complai	nants			
Total Complaints Withdrawn by Complainants	0	0	1	1	0	1

					(Compara	ative Da	ata				
Dort C Total Final Agency Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				202	4 Thru
Part 6 Total Final Agency Actions Finding Discrimination	20	019	20)20	20)21	20)22	20)23	06	6-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		1		0	
Without Hearing	0	0	0	0	2	100	0	0	1	100	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Part 7 Finding of Discrimination Rendered by						Compara	tive Data						
Basis				Pre	vious Fis	cal Year D	ata				2024 Thru		
Note: Complaints can be filed alleging multiple	20)19	20	2020		2021)22	20)23	06	06-30	
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		2		0		1		0		
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Reprisal	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	

Findings After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	0		0		2		0		1		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

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Part 8 Finding of Discrimination Rendered by Issue			1	Previo	us Fis	cal Yea	al Year Data				2024	Thru 06
r art or maing or bisommination recrudered by 1994e	20)19	20	20	20)21	20	22	20)23		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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	•	•	•	!		!		•		•	!	•
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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
Reassignment	<u> </u>	!	!		Į.	Į.		l .		<u>I</u>		-
Reassignment: Denied/Directed	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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	2	100	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 Terms/Conditions of Employment*	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
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		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				<u> </u>	Į.		<u>I</u>	Į.				
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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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
Reassignment												
Reassignment: Denied/Directed	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	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 Terms/Conditions of Employment*	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
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 Without Hearing	0		0		2		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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	•	•			•				•			
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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
Reassignment	-	•	'	•	•			•	•	•		
Reassignment: Denied/Directed	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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	2	100	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 Terms/Conditions of Employment*	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
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

			Compar	ative Data		
Part 9 Complaints Pending from Previous Fiscal Years By Status		Previo	ous Fiscal Yea	ar Data		2024 Thru
	2019	2020	2021	2022	2023	06-30
Total complaints from previous Fiscal Years	25	29	17	16	14	19
Total Complainants	24	29	17	16	13	17
Number complaints pending						
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	3
Hearing	25	22	16	13	8	7
Final Agency Action	0	7	1	3	7	12
Appeal with EEOC Office of Federal Operations	3	5	9	4	3	4

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru
	2019	2020	2021	2022	2023	06-30
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	3	0	1	1