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

BIE School:BIE (Includes Sub-Level Offices)

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

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	ata		2024 Th 00 20
	2019	2020	2021	2022	2023	2024 Thru 06-30
Number of Complaints Filed	15	13	13	18	15	10
Number of Complainants	15	13	13	18	15	10
Repeat Filers	0	0	0	0	0	0

Dout 2 Commission by Donie			Compara	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year D	Data		2024 Thru
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	3	2	6	2	4	6
Color	1	0	0	0	2	2
Religion	0	0	3	10	2	0
Reprisal	6	9	8	2	7	5
Sex	2	1	4	1	2	3
PDA	0	0	0	0	0	0
National Origin	1	1	0	0	2	3
Equal Pay Act	0	0	0	0	0	0
Age	7	5	5	3	6	2
Disability	3	3	4	2	1	1
Genetics	1	0	0	0	0	0
Non-EEO	0	0	0	1	0	0

Part 3 Complaints By Issue			Compar	rative 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.			2024 Thru			
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			06-30			
FY2023.	2019	2020	2021	2022	2023	
Appointment/Hire	3	3	1	1	0	3
Assignment of Duties*	3	2	2	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	1	0	1	0	0	0
Suspension	0	1	1	0	0	0
Removal	0	0	0	0	0	1
Other Disciplinary Actions**	0	0	0	0	2	0
Other 2**	0	0	0	0	0	0
Duty Hours*	1	1	1	0	0	0
Perf. Eval./ Appraisal	0	3	1	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment		•	•	•		
Non-Sexual	2	0	5	1	5	3
Sexual	1	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	1	1	0	0
Promotion/Non-Selection	0	1	1	0	0	0
Reassignment			•		•	•
Reassignment: Denied/Directed	0	0	0	0	1	0
Directed	3	1	3	0	0	0
Reasonable Accommodation Disability	0	0	1	1	1	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	10	0	0
Retirement*	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	2	3	4	1	3	1
Terms/Conditions of Employment*	0	2	2	1	0	0
Time and Attendance	1	0	0	0	0	0
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	2	6	2
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

			Compar	ative Data		
Part 4 Processing Time		Pro	evious Fiscal Year D	Data		2024 Thru 06 20
	2019	2020	2021	2022	2023	2024 Thru 06-30
Complaints pending during fiscal year					•	•
Average number of days in investigation	208.92	182.44	336.77	228.22	197.7	235.00
Average number of days in final action	61.5	109.86	78.67	77.88	7.33	47.86
Complaints pending during fiscal year where h	nearing was requested	•		-	•	•
Average number of days in investigation	222.44	170.11	344.88	213.18	218	252.00
Average number of days in final action	21	75.75	74.8	20	7.33	0.00
Complaints pending during fiscal year where h	nearing was not reques	ted				•
Average number of days in investigation	178.5	188	323.8	202.75	198	221.40
Average number of days in final action	81.75	155.33	98	135.75	0	111.33

			Compara	tive Data		
Part 5 Complaints Dismissed by Agency		Previ	ous Fiscal Year	Data		0004 TI 0000
	2019	2020	2021	2022	2023	2024 Thru 06-30
Part 5 Complaints Dismissed by Agency	2	0	1	0	0	0
Average days pending prior to dismissal	158	0	321	0	0	0.00
	Complaints Withd	rawn by Complai	nants			
Total Complaints Withdrawn by Complainants	0	0	0	0	1	0

					(Compara	ative Da	ata				
Dort C Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				202	4 Thru
Part 6 Total Final Agency Actions Finding Discrimination	20	2019)20	20)21	20)22	20)23	06	6-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		1		0		0		0	
Without Hearing	0	0	0	0	1	100	0	0	0	0	0	0
With Hearing	2	100	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		2022)23	06	06-30	
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		0		1		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	1	33.33	0	0.00	1	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	2	66.67	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	3		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	1	33.33	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	2	66.67	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		1		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	1	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.

					C	ompar	ative D	ata			_	
Part 8 Finding of Discrimination Rendered by Issue			ı	Previo	us Fiso	cal Yea	ar Data	1	1		2024 Thru 06	
r art or maing or bischimilation reclidered by issue	20	19	20	20 20		21	20	22	20	2023		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		1		0		0		0	
Appointment/Hire	0	0	0	0	1	100	0	0	0	0	0	0
Assignment of Duties*	1	50	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	1	50	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 After Hearing	2		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	50	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	1	<u>I</u>	<u> </u>	<u>I</u>	Į.	Į.		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	!	!	<u>I</u>	<u>I</u>	!	·		<u>!</u>				
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	50	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	•	•		•	•	•		•	1			
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		1		0		0		0	
Appointment/Hire	0	0	0	0	1	100	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 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

			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	11	17	11	11	19	24
Total Complainants	11	17	11	10	19	23
Number complaints pending						
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	4	6
Hearing	10	15	9	11	9	9
Final Agency Action	1	3	3	0	10	15
Appeal with EEOC Office of Federal Operations	2	0	3	4	5	7

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	0	0	4	0	0	4