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

Bureau of Land Management:BLM (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	Pata		0004 Th 00 00				
	2019	2020	2021	2022	2023	2024 Thru 06-30				
Number of Complaints Filed	47	44	47	39	53	34				
Number of Complainants	44	39	43	34	52	33				
Repeat Filers	3	5	4	5	1	1				

Dart 2 Complaints by Dasis			Compar	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year I	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	10	10	13	7	12	7
Color	6	5	3	3	5	4
Religion	3	1	1	8	1	0
Reprisal	23	19	26	23	28	18
Sex	22	19	26	17	25	15
PDA	0	1	1	0	0	0
National Origin	6	2	7	5	5	3
Equal Pay Act	1	0	2	1	1	0
Age	23	17	20	11	22	11
Disability	13	18	20	16	30	16
Genetics	0	0	0	2	2	0
Non-EEO	1	1	2	0	1	1

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.		Previo	us Fiscal Yea	ar Data		2024 Thru		
** 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.	2019	2020	2021	2022	2023			
Appointment/Hire	7	8	10	3	5	2		
Assignment of Duties*	0	0	0	0	0	0		
Awards	1	1	2	2	1	1		
Conversion to Full Time/Perm Status*	0	0	0	0	0	0		
Disciplinary Action								
Demotion	0	0	0	0	0	0		
Reprimand**	0	0	0	0	0	0		
Suspension	2	4	3	2	3	0		
Removal	2	3	1	1	0	0		
Other Disciplinary Actions**	2	2	9	7	2	2		
Other 2**	0	0	0	0	0	0		
Duty Hours*	0	0	0	0	0	0		
Perf. Eval./ Appraisal	5	6	8	4	9	4		
Examination/Test	0	0	1	0	1	0		
Harassment		1						
Non-Sexual	31	21	32	28	35	14		
Sexual	1	2	2	0	1	1		
Medical Examination	0	0	0	1	2	0		
Pay including overtime	3	0	5	2	3	2		
Promotion/Non-Selection	4	4	8	4	3	7		
Reassignment		•	•			•		
Reassignment: Denied/Directed	2	4	1	2	3	0		
Directed	2	0	0	0	0	0		
Reasonable Accommodation Disability	5	9	8	7	11	4		
Reinstatement*	0	0	0	0	0	0		
Religious Accommodation	0	0	0	3	0	0		
Retirement*	0	0	0	0	0	0		
Sex-Stereotyping	0	0	0	0	0	0		
Telework	0	1	3	4	1	0		
Termination	3	8	4	9	3	0		
Terms/Conditions of Employment*	0	0	0	0	0	0		
Time and Attendance	1	4	3	3	3	1		
Training	3	4	1	3	3	0		
Other Terms/Conditions of Employment*	11	12	12	14	18	14		
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	201.91	176.4	193.21	176.7	151.37	213.54
Average number of days in final action	37.97	132	93.69	50.88	78.17	126.89
Complaints pending during fiscal year where I	nearing was requested	-		-		
Average number of days in investigation	222.5	203.1	187.16	201.32	134.08	232.75
Average number of days in final action	27.24	91	23.17	40.43	24.14	142.75
Complaints pending during fiscal year where I	nearing was not reques	ted				
Average number of days in investigation	198.35	155.57	174.24	140.17	164.59	195.06
Average number of days in final action	71.69	185.8	127.35	61.57	132.67	128.20

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Year	Data		0004 TI 0000
	2019	2020	2021	2022	2023	2024 Thru 06-30
Part 5 Complaints Dismissed by Agency	4	0	1	3	1	0
Average days pending prior to dismissal	96.75	0	148	37.67	88	0.00
	Complaints Withd	rawn by Complai	nants			
Total Complaints Withdrawn by Complainants	1	4	4	5	0	3

					(Compara	ative Da	ata				
Dort C Total Final Aganay Actions Finding Discounting				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		3		4		1		0		0	
Without Hearing	0	0	1	40	4	100	1	100	0	0	0	0
With Hearing	0	0	2	60	0	0	0	0	0	0	0	0

Part 7 Finding of Discrimination Rendered by		Comparative Data											
Basis				Pre	vious Fis	cal Year D	ata				2024	Thru	
Note: Complaints can be filed alleging multiple	20)19	20)20	20)21	20)22	20	23	06	-30	
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	% #		#	%	#	%	
Total Number Findings	0		3		4		1		0		0		
Race	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	
Color	0	0.00	1	33.33	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	1	33.33	3	75.00	0	0.00	0	0.00	0	0.00	
Sex	0	0.00	2	66.67	2	50.00	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	1	33.33	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	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	
Disability	0	0.00	2	66.67	1	25.00	1	100.00	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		2		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	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	50.00	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	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	2	100.00	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		1		4		1		0		0	
Race	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	100.00	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	3	75.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	100.00	2	50.00	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	1	100.00	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	1	25.00	1	100.00	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				Previo	us Fiso	cal Yea	ar Data	1	Γ		2024 Thru 06	
r art o'r mamig o'r 2 toorin mataerr i terraerea by reede	20)19	20	20	20	21	20	22	20)23		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		4		1		0		0	
Appointment/Hire	0	0	0	0	1	25	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	ļ.	!							<u> </u>	Į.		
Sexual	0	0	0	0	1	25	0	0	0	0	0	0
Non-Sexual	0	0	1	33	1	25	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	1	33	0	0	0	0	0	0	0	0
Reassignment	I	1	ı	l	l	l		I	I	ı	1	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	1	25	1	100	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	1	25	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	1	0	1	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		2		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
	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	,	1	ı	1	Т	T	1	ı	T	T	Г	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	1	50	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	1	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
USGI DGIIIIGU - OtilGI 4	U											

Findings Without Hearing	0		1		4		1		0		0	
Appointment/Hire	0	0	0	0	1	25	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	1	25	0	0	0	0	0	0
Non-Sexual	0	0	0	0	1	25	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	1	100	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	1	25	1	100	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	1	25	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	1	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	us Fiscal Yea	ar Data		2024 Thru
	2019	2020	2021	2022	2023	06-30
Total complaints from previous Fiscal Years	55	54	32	26	22	41
Total Complainants	49	49	27	23	19	39
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	1	1	0	0	0	8
Hearing	47	50	27	17	7	12
Final Agency Action	6	2	2	8	11	26
Appeal with EEOC Office of Federal Operations	13	9	10	11	10	9

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	1	0	0	0