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

Bureau of Reclamation:BOR (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		2024 Thru 00 20						
	2019	2020	2021	2022	2023	2024 Thru 06-30						
Number of Complaints Filed	37	46	22	30	22	16						
Number of Complainants	37	46	22	30	21	16						
Repeat Filers	0	0	0	0	1	0						

Dort 2 Compleints by Desig			Compara	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year [Data		0004 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	8	4	4	6	7	1
Color	1	2	1	4	2	2
Religion	1	1	1	0	1	3
Reprisal	15	32	17	15	15	12
Sex	11	13	9	6	4	5
PDA	0	0	0	0	0	0
National Origin	6	2	2	4	4	3
Equal Pay Act	0	0	0	0	0	0
Age	19	17	7	9	9	10
Disability	7	17	10	13	13	9
Genetics	0	0	0	0	0	0
Non-EEO	3	8	0	0	0	5

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.	Previous Fiscal Year Data									
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	6	7	4	1	0	3				
Assignment of Duties*	6	6	3	4	0	0				
Awards	1	0	1	0	0	0				
Conversion to Full Time/Perm Status*	0	0	0	0	0	0				
Disciplinary Action										
Demotion	1	0	1	0	0	0				
Reprimand**	3	1	1	1	0	0				
Suspension	2	2	1	2	1	1				
Removal	0	9	1	1	0	0				
Other Disciplinary Actions**	0	0	0	0	4	1				
Other 2**	0	0	0	0	0	0				
Duty Hours*	1	1	1	0	0	0				
Perf. Eval./ Appraisal	2	6	3	4	4	4				
Examination/Test	0	0	1	0	0	0				
Harassment						4				
Non-Sexual	18	26	10	19	16	13				
Sexual	0	1	0	0	0	0				
Medical Examination	0	0	0	2	1	0				
Pay including overtime	0	0	0	3	2	0				
Promotion/Non-Selection	2	13	2	4	4	3				
Reassignment				•	•	•				
Reassignment: Denied/Directed	1	2	0	0	2	1				
Directed	0	1	0	0	0	0				
Reasonable Accommodation Disability	1	10	3	0	6	3				
Reinstatement*	0	0	0	0	0	0				
Religious Accommodation	0	0	0	1	0	0				
Retirement*	0	0	2	0	0	0				
Sex-Stereotyping	0	0	0	0	0	0				
Telework	1	1	0	4	0	2				
Termination	3	3	2	2	4	0				
Terms/Conditions of Employment*	5	6	0	1	0	0				
Time and Attendance	2	7	2	2	4	2				
Training	0	0	0	1	1	0				
Other Terms/Conditions of Employment*	0	0	0	0	6	1				
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				

	Comparative Data									
Part 4 Processing Time		Pi	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	326.59	256.96	234.81	166.69	185.21	227.50				
Average number of days in final action	109.42	147.22	126.88	35	103	127.33				
Complaints pending during fiscal year where h	hearing was requested				•	•				
Average number of days in investigation	333.06	220.73	178.61	219.21	214.75	224.60				
Average number of days in final action	61.5	68.5	64.86	32.54	84.29	257.17				
Complaints pending during fiscal year where h	hearing was not reques	ted			•					
Average number of days in investigation	315.83	253.24	290	156.83	209.86	220.50				
Average number of days in final action	131.54	194.12	164.85	51	283	335.00				

			Compar	ative Data		
Part 5 Complaints Dismissed by Agency		Previ	ous Fiscal Yea	r Data		
	2019	2020	2021	2022	2023	2024 Thru 06-30
Part 5 Complaints Dismissed by Agency	6	4	2	5	0	2
Average days pending prior to dismissal	544.83	116.5	54	84.25	0	184.50
	Complaints Withd	rawn by Complai	nants	·		
Total Complaints Withdrawn by Complainants	5	3	4	1	2	2

	Comparative Data											
Dart & Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	⁻ Data				2024	4 Thru
Part 6 Total Final Agency Actions Finding Discrimination	20)19	20)20	20)21	20)22	20)23	06	6-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		4		1		1		0	
Without Hearing	0	0	2	67	4	100	0	0	0	0	0	0
With Hearing	0	0	1	33	0	0	1	100	1	100	0	0

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pre	vious Fis	cal Year D	ata				2024	l Thru
Note: Complaints can be filed alleging multiple	20)19	20)20	20	021	20)22	20	023	06	6-30
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		4		1		1		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	1	25.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	2	66.67	4	100.00	1	100.00	1	100.00	0	0.00
Sex	0	0.00	0	0.00	1	25.00	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	33.33	2	50.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	2	66.67	3	75.00	0	0.00	1	100.00	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		1		0		1		1		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	1	100.00	1	100.00	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	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	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		2		4		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	1	25.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	2	100.00	4	100.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	1	25.00	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	2	50.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	50.00	3	75.00	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.

	Comparative Data											
				Previo	us Fiso	cal Yea	ar Data	l			2024	Thru 06-
Part 8 Finding of Discrimination Rendered by Issue	20)19	20	20	20	21	20	22	20	23		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		4		1		1		0	
Appointment/Hire	0	0	2	67	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	•				•	•		•			•	•
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	1	25	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	1	100	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	3	75	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	1	33	3	75	0	0	1	100	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	1	33	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	1	25	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	1	25	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	100	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		1		0		1		1		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				•		•		•				
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	1	100	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	1	100	0	0	0	0	1	100	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	1	100	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	1	100	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		2		4		0		0		0	
Appointment/Hire	0	0	2	100	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			•									
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	1	25	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	3	75	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	3	75	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	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	1	25	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	1	25	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	us Fiscal Yea	ar Data		2024 Thru
	2019	2020	2021	2022	2023	06-30
Total complaints from previous Fiscal Years	38	46	33	12	7	19
Total Complainants	36	44	33	11	6	16
Number complaints pending						
Investigation	6	3	1	0	0	3
ROI issued, pending Complainant's action	2	1	0	0	3	4
Hearing	28	32	31	9	3	5
Final Agency Action	3	9	1	2	4	8
Appeal with EEOC Office of Federal Operations	2	10	18	10	8	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	6	1	1	1	0	1