

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

Bureau of Indian Affairs:BIA (includes sub-level offices)

For 1st Quarter 2024 for period ending December 31, 2023

| Part 1 Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2024 Thru 12-31 |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| Number of Complaints Filed | 27 | 15 | 24 | 16 | 12 | 8 |
| Number of Complainants | 27 | 15 | 24 | 16 | 12 | 8 |
| Repeat Filers | 0 | 0 | 0 | 0 | 0 | 0 |

| Part 2 Complaints by Basis | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2024 Thru 12-31 |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | | | | | | |
| Race | 7 | 3 | 9 | 4 | 3 | 2 |
| Color | 1 | 0 | 3 | 1 | 3 | 2 |
| Religion | 0 | 0 | 2 | 0 | 0 | 0 |
| Reprisal | 12 | 9 | 20 | 7 | 4 | 3 |
| Sex | 8 | 1 | 6 | 3 | 4 | 3 |
| 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 | 2 |
| Disability | 5 | 2 | 8 | 3 | 1 | 3 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 3 | 0 | 1 | 1 | 0 | 0 |

| Part 3 Complaints By Issue | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|--------------------|
| <p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p> | Previous Fiscal Year Data | | | | | 2024 Thru 12-31 |
| | 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 | | | | | | |
| 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 | 0 |
| 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 | 4 |
| Sexual | 2 | 1 | 0 | 0 | 0 | 0 |
| 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 | 2 |
| 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 | 0 |
| 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 | 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 |

| | | | | | | | | | | | | |
|-------------------------|---|------|---|------|---|------|---|------|---|--------|---|------|
| 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 |

| | | | | | | | | | | | | |
|---------------------------------------|---|---|---|---|---|-----|---|---|---|-----|---|---|
| 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 |

| Part 9 Complaints Pending from Previous Fiscal Years By Status | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2024 Thru 12-31 |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| Total complaints from previous Fiscal Years | 25 | 29 | 17 | 16 | 14 | 26 |
| Total Complainants | 24 | 29 | 17 | 16 | 13 | 24 |
| Number complaints pending | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 0 | 5 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 4 |
| Hearing | 25 | 22 | 16 | 13 | 8 | 10 |
| Final Agency Action | 0 | 7 | 1 | 3 | 7 | 10 |
| 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 12-31 |
| | 2019 | 2020 | 2021 | 2022 | 2023 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 1 | 0 | 3 | 0 | 1 | 1 |