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

Bureau of Reclamation: BOR (and below)

For 4th Quarter 2012 for period ending September 30, 2012

Mixed Cases are Included in this report

		Previo	us Fisc	al Year	Data		2012
Complaint Activity	2007		2008	2010	2011	Through 09-30	
Number of Complaints Filed	25		34	30	24	35	50
Number of Complainants	24		31	29	23	35	49
Repeat Filers	1		1				
 Number of complair is based on the nun complaints filed dur Fiscal Year. Number of Compla This represents the of complainants who complaints during the Year. Repeat Filers: This on the number of complainants who fithan one compliant the Fiscal Year. 	nber of ing the inants: number of filed ne Fiscal is based iled more				mparat	ive Dat	.a
Note: Complaints can be alleging multiple bases sum of the bases may requal total complaints to	e filed .The not	2007	evious 2008	2009	Year Da	ata 2011	2012 Through 09-30
Race		3	12	5	4	7	5
Color		3	8	1	2	2	1
Religion		1	3	3	0	2	5
Reprisal		13	20	18	13	17	25
Sex		12	15	9	9	12	17

PDA		0	С)	0	0	0	0
National Origin		4	8	3	4	2	5	5
Equal Pay Act		1	1		0	0	0	0
Age		8	1	7	11	6	8	18
Disability		4	8	3	9	7	8	18
Genetics		0	С)	0	0	0	0
Non-EEO		0	C)	0	2	1	0
					Con	nparativ	e Data	
Complaints by Issue		Previ	ous	Fisc	al Y	ear Data	a	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	200	08	200	09	2010	2011	2012 Through 09-30
Appointment/Hire	0	4		3		3	4	3
Assignment of Duties	1	2		2		1	1	2
Awards	0	1		0		0	1	0
Conversion to Full-time	0	0		0		0	0	0
Disciplinary Action								
Demotion	0	0		0		0	0	1
Reprimand	0	1		0		1	2	4
Suspension	3	1		1		0	1	3
Removal	0	0		2		0	0	0
Other	0	0		2		1	3	3
Duty Hours	0	2		0		0	0	1
Evaluation Appraisal	1	8		2		1	2	1
Examination/Test	0	0		0		0	0	0
Harassment								
Non-Sexual	10	24	4	13	3	9	16	26

Sexual

Medical Examination	0	0	0	0	0	1
Pay (Including Overtime)	1	2	1	0	0	2
Promotion/Non-Selection	4	6	4	3	6	8
Reassignment						
Denied	0	0	1	0	0	0
Directed	2	3	2	1	0	0
Reasonable Accommodation	2	1	1	0	1	5
Reinstatement	0	0	1	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	3	1	5	2	3
Terms/Conditions of Employment	0	1	1	1	1	1
Time and Attendance	0	1	0	0	0	2
Training	1	0	1	1	2	1
Other	5	3	2	2	2	4
			Cor	nparativ	e Data	
	F	Previous	Fiscal Y	ear Data	a	2012
Processing Time	2007	2008	2009	2010	2011	Through 09-30
Complaints pending during fisca	al year	ı	I	I		
Average number of days in investigation	183.83	241.33	182.74	216.56	238.62	152.57
Average number of days in final action	97.42	114.50	136.75	137.71	86.44	149.24
Complaint pending during fiscal	year whe	re hearing	y was req	uested		
Average number of days in investigation	169.56	236.20	197.20	210.27	322.73	149.13
Average number of days in final action	36.62	37.57	43.57	157.67	19.71	173.14
Complaint pending during fiscal	year whe	re hearing	g was not	requested	d	-
Average number of days in investigation	198.11	247.75	155.62	221.50	146.10	156.54

Average number in final action	of d	ays	2	229.1	7	19 ²	1.43	209.2	22	12	2.75	13	88.33	3		137.29	
								С	om	ıpaı	rativ	e D	ata				
					Pr	evi	ious	s Fisca	ΙY	ear	Data	a				2012	
Complaints Dism by Agency	isse	2007 2008 2009 2010 2011													'_	Through 09-30	
Total Complaints Disi	miss	issed 2 8 7 2 2											4				
Average days pendin to dismissal	g pri	or		185		28	5	515		20	00		85		92		
		Co	mp	laint	s W	/ith	ndra	wn by	Со	mp	lain	ants	5				
Total Complaints With by Complainants	hdra	wn		3	T	3	,	2		2	2		3			5	
								Comp	ara	ativ	e Da	ta					
				Pre	vio	us	Fis	cal Yea	ar C	ata	1					2012	
Total Final Agency Actions	20	007		20	08		2	2009		201	0	2	011		-	Through 09-30	
Finding Discrimination	#	9	6	#	T	%	#	%	#	T .	%	#	%		#	%	
Total Number Findings	0			0			1		0			1			1		
Without Hearing	0	(0	0		0	0	0	0		0	0	0		0	0	
With Hearing	0	(0	0		0	1	100	0		0	1	100)	1	100	
Findings of								Com	par	ativ	re Da	ata					
Discrimination Rendered by Basis				Prev	iou	ıs F	Fisc	al Yea	r Da	ata						2012	
Note: Complaints	20	07	20	800	2	200	9	20	10		20	011				rough)9-30	
can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	# % # % # % # % # % #										%					
Total Number Findings	0		0		1			0			1		,	1			

											_	1
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	1	100
Sex	0	0	0	0	0	0	0	0	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	100	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		1		0		1		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	1	100
Sex	0	0	0	0	0	0	0	0	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	100	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	

Race	0	0	0	0	0	0	0	0	0	0		0	0
Color	0	0	0	0	0	0	0	0	0	0		0	0
Religion	0	0	0	0	0	0	0	0	0	0		0	0
Reprisal	0	0	0	0	0	0	0	0	0	0		0	0
Sex	0	0	0	0	0	0	0	0	0	0		0	0
PDA	0	0	0	0	0	0	0	0	0	0		0	0
National Origin	0	0	0	0	0	0	0	0	0	0		0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0		0	0
Age	0	0	0	0	0	0	0	0	0	0		0	0
Disability	0	0	0	0	0	0	0	0	0	0		0	0
Genetics	0	0	0	0	0	0	0	0	0	0		0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0		0	0
							Com	para	tive l	Data			
			Pı	evic	ous	Fisca	ıl Year	Data					2012
Findings of													Through
Discrimination	20	07	20	800	2	009	201	0	20	11			09-30
Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#		%
			_	1						i			
Total Number Findings	0		0		1		0		1		1		
	0	0	0	0	1	0	0	0	0	0	0		0
Findings		0 0		0		0		0		0			0
Appointment/Hire Assignment of	0		0		0		0		0		0		
Appointment/Hire Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0		0
Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0	0 0		0
Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0	0 0		0
Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0	0 0 0	0 0	0 0 0	0 0 0	0 0 0		0 0 0
Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0 0	0 0 0	0 0 0 0	0 0 0	0 0 0		0 0 0
Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand	0 0 0	0 0 0 0	0 0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0		0 0 0
Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension	0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0		0 0 0 0 0 0

	1				1							
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation 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												
Non-Sexual	0	0	0	0	1	100	0	0	1	100	1	100
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												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	100	0	0
Reasonable Accommodation	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
Retirement	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 - User Defined	0	0	0	0	0	0	0	0	1	100	0	0
Findings After Hearing	0		0		1		0		1		1	
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	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	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
Evaluation 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												
Non-Sexual	0	0	0	0	1	100	0	0	1	100	1	100
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												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	100	0	0
Reasonable Accommodation	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
Retirement	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	0	0	0	0	0	0	0	0	0	0	0	0

Attendance												
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	1	100	0	0
Findings Without 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	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	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
Evaluation 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												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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												

Denied	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	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
Retirement	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 - User Defined	0	0	0	0	0	0	0	0	(0	0	0	0
Defined													
Delineu							<u> </u>	(on	npa	arativ	ve Da	ta
Pending Compla	ints	File	ed in	1 1		Prev	/ious						2012
	l Ye			n	200		vious 2008		ΙΥ		Dat		1
Pending Compla Previous Fisca	l Ye	ars	by	n [07 2		Fisca	ΙΥ	ear	Dat	а	2012 Through
Pending Compla Previous Fisca Status Total complaints from	l Ye	ars	by	n [200	2	2008	Fisca 2009	ΙΥ	ear 201	Dat	a 2011	2012 Through 09-30
Pending Compla Previous Fisca Status Total complaints from Fiscal Years	l Yes	vious	by	1	200	2	2008 41	200 9	ΙΥ	ear 201	Dat	2011	2012 Through 09-30
Pending Compla Previous Fisca Status Total complaints from Fiscal Years Total Complainants	l Yes	vious	by	n	200	2	2008 41	200 9	ΙΥ	ear 201	Dat	2011	2012 Through 09-30
Pending Complate Previous Fiscates Status Total complaints from Fiscal Years Total Complainants Number complaint	preding	vious	by	n	200 52 46	2	2 008 41 34	200 9 43 39	ΙΥ	201 37	Dat	2011 33 32	2012 Through 09-30 34 33
Pending Compla Previous Fisca Status Total complaints from Fiscal Years Total Complainants Number complaint Investigation ROI issued, pend	preding	vious	by	n	200 52 46	2	2008 41 34	200 9 43 39	ΙΥ	201 37 35	Dat	a 2011 33 32 0	2012 Through 09-30 34 33
Pending Compla Previous Fisca Status Total complaints from Fiscal Years Total Complainants Number complaint Investigation ROI issued, pend Complainant's ac	press polition	vious	by	n	522 46 3	D7 2	2008 41 34 1 0	200 9 43 39 1 0	ΙΥ	37 35 0	Dat	a 2011 33 32 0 0	2012 Through 09-30 34 33

			Co	mpara	tive Da	ta
	Pro	evious	Fiscal	Year Da	ata	2012
Complaint Investigations	2007	2008	2009	2010	2011	Through 09-30
Pending Complaints Where Investigations Exceed Required Time Frames	6	3	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status:

Number of Complaints Pending Investigation: This represents the date an investigation started through the end of the Fiscal Year.

ROI Issued, Pending complainant's action: This represents the date an Investigation ended through the end of the Fiscal Year.

Number of Complaints Pending Hearing: This represents the date a Hearing Request was received through the end of the Fiscal Year.

Final Agency Action: This represents the date a Request for a Final Agency Decision (FAD) is received through the end of the Fiscal Year.

Appeal with EEOC Office of Federal Operations: This represents the number of complainants who filed Appeals with the EEOC, Office of Federal Operations.