

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

Bureau of Land Management:BLM (Includes Sub-Level Offices)

For 4th Quarter 2024 for period ending September 30, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	47	44	47	39	53	47
Number of Complainants	44	39	43	34	52	46
Repeat Filers	3	5	4	5	1	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	10	10	13	7	12	10
Color	6	5	3	3	5	5
Religion	3	1	1	8	1	2
Reprisal	23	19	26	23	28	21
Sex	22	19	26	17	25	20
PDA	0	1	1	0	0	0
National Origin	6	2	7	5	5	4
Equal Pay Act	1	0	2	1	1	0
Age	23	17	20	11	22	15
Disability	13	18	20	16	30	23
Genetics	0	0	0	2	2	0
Non-EEO	1	1	2	0	1	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 09-30
	2019	2020	2021	2022	2023	
Appointment/Hire	7	8	10	3	5	4
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						
Non-Sexual	31	21	32	28	35	20
Sexual	1	2	2	0	1	2
Medical Examination	0	0	0	1	2	0
Pay including overtime	3	0	5	2	3	3
Promotion/Non-Selection	4	4	8	4	3	9
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	5
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	2
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	15
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 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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
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	0
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	6

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	1	0	0	0