

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

Bureau of Land Management: BLM

For 4th Quarter 2010 for period ending September 30, 2010

****Mixed Cases are Included in this report.****

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Number of Complaints Filed	38	50	45	50	41	39
Number of Complainants	33	46	45	47	41	39
Repeat Filers	4	8	1	4	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	10	12	13	15	11	12
Color	2	3	3	8	2	4
Religion	1	5	3	3	4	4
Reprisal	16	24	23	22	21	16
Sex	19	18	16	23	19	20
National Origin	8	8	7	6	6	7
Equal Pay Act	1	1	0	0	0	0

Age	19	19	14	24	19	19
Disability	10	12	10	11	10	6
Non-EEO	0	2	1	2	0	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	
Appointment/Hire	8	10	7	19	6	11
Assignment of Duties	6	5	4	6	6	5
Awards	3	4	0	0	2	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	1	2	1	3	1
Suspension	0	0	1	3	2	2
Removal	0	0	1	1	0	0
Other	0	0	1	0	0	0
Duty Hours	0	2	5	0	0	0
Evaluation Appraisal	3	3	3	3	3	5
Examination/Test	0	1	0	0	0	1
Harassment						
Non-Sexual	21	17	24	18	27	16
Sexual	0	1	0	1	2	4
Medical Examination	0	0	0	1	0	0
Pay (Including Overtime)	1	1	2	1	0	0

Promotion/Non-Selection	5	9	8	5	4	2
Reassignment						
Denied	0	1	1	1	0	0
Directed	1	1	0	1	1	0
Reasonable Accommodation	0	1	2	2	3	1
Reinstatement	0	0	0	1	0	0
Retirement	1	0	0	0	0	2
Termination	1	0	4	1	3	2
Terms/Conditions of Employment	0	1	1	6	5	4
Time and Attendance	0	0	3	1	2	3
Training	0	2	2	2	2	2
Other	1	1	3	0	1	4
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Complaints pending during fiscal year						
Average number of days in investigation	120.44	149.24	173.00	140.54	119.67	112.74
Average number of days in final action	172.23	247.71	111.95	181.76	364.82	94.93
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	51.85	99.82	86.74	60.62	27.00	0
Average number of days in final action	66.33	29.83	43.50	24.40	4.57	27.60
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	167.37	194.54	233.70	180.50	201.65	186.83						
Average number of days in final action	204.00	366.55	194.10	324.82	458.22	132.33						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2010Thru09-30	
	2005	2006	2007	2008	2009							
Total Complaints Dismissed by Agency	3	9	7	10	3						3	
Average days pending prior to dismissal	157	262	280	243	371						244	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	4	2	3	7	0						6	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2010Thru09-30	
	2005	2006	2007	2008	2009							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		3		1		2		1	
Without Hearing	1	100	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	1	100	3	100	1	100	2	100	1	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2010Thru09-30	
<i>Note: Complaints can</i>	2005	2006	2007	2008	2009							

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	1	100	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2010Thru09-30					
	Previous Fiscal Year Data											
	2005	2006	2007	2008	2009							
Total complaints from previous Fiscal Years	49	46	64	67	60	59						
Total Complainants	43	38	55	63	55	55						
Number complaints pending												
Investigation	1	2	2	2	1	4						
ROI issued, pending Complainant's action	0	0	0	0	0	0						

Hearing	8	7	13	7	14	12
Final Agency Action	4	6	13	17	4	6
Appeal with EEOC Office of Federal Operations	0	1	1	0	0	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Pending Complaints Where Investigations Exceed Required Time Frames	2	9	5	3	5	8