

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

Bureau of Reclamation: BOR

For 4th Quarter 2007 for period ending September 30, 2007

Complaint Activity	Comparative Data					2007Thru09-30
	Previous Fiscal Year Data					
	2003	2004	2005	2006		
Number of Complaints Filed	36	57	61	35		25
Number of Complainants	32	47	58	33		24
Repeat Filers	3	7	10	3		1
Complaints by Basis	Comparative Data					2007Thru09-30
	Previous Fiscal Year Data					
	2003	2004	2005	2006		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	5	11	11	6		3
Color	2	2	2	2		3
Religion	1	4	3	1		1
Reprisal	16	27	24	18		13
Sex	10	19	15	10		13
National Origin	7	8	7	8		4
Equal Pay Act	0	2	0	0		1
Age	20	24	32	11		8
Disability	7	9	12	6		4
Non-EEO	0	0	0	1		0
Complaints by Issue	Comparative Data					

	Previous Fiscal Year Data				2007Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	
Appointment/Hire	6	13	19	6	0
Assignment of Duties	3	2	5	1	1
Awards	2	2	4	0	0
Conversion to Full-time	0	0	0	1	0
Disciplinary Action					
Demotion	2	0	0	0	0
Reprimand	1	0	2	0	0
Suspension	1	2	1	2	3
Removal	0	1	1	2	0
Other	3	2	1	1	0
Duty Hours	0	0	0	0	0
Evaluation Appraisal	2	0	0	2	1
Examination/Test	0	0	0	0	0
Harassment					
Non-Sexual	10	13	8	7	10
Sexual	0	2	0	1	3
Medical Examination	0	0	0	0	0
Pay (Including Overtime)	7	1	1	1	1
Promotion/Non-Selection	8	9	11	8	4
Reassignment					
Denied	1	0	1	1	0
Directed	1	2	1	1	2
Reasonable Accommodation	1	5	3	2	2
Reinstatement	0	0	0	0	0

Retirement		1	1	4	0	0
Termination		1	4	3	0	2
Terms/Conditions of Employment		2	1	1	4	0
Time and Attendance		1	1	0	0	0
Training		2	1	0	1	1
Other		1	6	7	3	5
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2003	2004	2005	2006		
Complaints pending during fiscal year						
Average number of days in investigation		153.50	168.35	177.60	212.61	179.52
Average number of days in final action		167.40	98.05	161.94	103.49	107.26
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation		129.80	162.82	173.12	191.00	0
Average number of days in final action		65.00	46.80	78.00	41.40	39.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation		160.47	172.40	180.58	219.81	179.52
Average number of days in final action		204.64	155.00	187.77	200.50	223.14
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2003	2004	2005	2006		
Total Complaints Dismissed by Agency		3	0	3	8	2

Average days pending prior to dismissal		529	0	168	346	186					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants		5	2	4	7	3					
Total Final Agency Actions Finding Discrimination	Comparative Data										
	Previous Fiscal Year Data										2007Thru09-30
	2003		2004		2005		2006				
		#	%	#	%	#	%	#	%	#	%
Total Number Findings		0		0		0		1		0	
Without Hearing		0	0	0	0	0	0	1	100	0	0
With Hearing		0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data										
	Previous Fiscal Year Data										2007Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2003		2004		2005		2006				
		#	%	#	%	#	%	#	%	#	%
Total Number Findings		0		0		0		1		0	
Race		0	0	0	0	0	0	0	0	0	0
Color		0	0	0	0	0	0	0	0	0	0
Religion		0	0	0	0	0	0	0	0	0	0
Reprisal		0	0	0	0	0	0	1	100	0	0
Sex		0	0	0	0	0	0	1	100	0	0

Terms/Conditions of Employment		0	0	0	0	0	0	0	0	0	0
Time and Attendance		0	0	0	0	0	0	0	0	0	0
Training		0	0	0	0	0	0	0	0	0	0
Other - User Defined		0	0	0	0	0	0	1	100	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data				
	Previous Fiscal Year Data				2007Thru09-30
	2003	2004	2005	2006	
Total complaints from previous Fiscal Years	39	45	61	83	55
Total Complainants	12	14	25	24	19
Number complaints pending					
Investigation	0	4	2	2	3
ROI issued, pending Complainant's action	0	0	0	0	1
Hearing	16	10	24	18	15
Final Agency Action	0	0	5	7	5
Appeal with EEOC Office of Federal Operations	0	0	0	0	0
Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data				2007Thru09-30
	2003	2004	2005	2006	
Pending Complaints Where Investigations Exceed Required Time Frames	2	7	14	5	7