

RECLAMATION

Managing Water in the West

Equal Employment Opportunity

Management Directive 715 Plan

FY 2014 Accomplishments and FY 2015 Plan



U.S. Department of the Interior
Bureau of Reclamation
Policy and Administration
Civil Rights Division

December 2014



United States Department of the Interior

BUREAU OF RECLAMATION
Washington, DC 20240

IN REPLY REFER TO:

84-59000
ADM-1.10

MEMORANDUM

To: Director, Office of Civil Rights
Attn: Mr. John Burden

Through: Jennifer Gimbel *Jennifer Gimbel*
Principal Deputy Assistant Secretary for Water and
Science

FEB 23 2015

From: Estevan R. López
Commissioner *Estevan R. Lopez*

DEC 23 2014

Subject: Transmittal of Reclamation's Management Directive 715 (MD-715) Fiscal Year
(FY) 2014 Accomplishment Report and FY 2015 Plan Update

We are pleased to forward the Bureau of Reclamation's MD-715 FY 2014 Accomplishment Report and FY 2015 Plan.

The Reclamation Diversity Council, a workgroup comprised of managers from across Reclamation, leads the development and preparation of MD-715 and meets regularly to maintain communication on progress of the MD -715 Plan.

This report is also being sent directly to the Equal Employment Opportunity Commission under separate cover.

We look forward to a challenging and successful year. Please direct questions and inquiries to Mr. Brian D. Sutherland, Acting Manager, Civil Rights Division, at 303-445-3680.

Attachment

MD-715 Plan

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Equal Employment Opportunity Commission Form 715-01

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Reclamation's EEO Policy Statements

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**EEOC FORM
715-01 PART A - D**

***U.S. Equal Employment Opportunity Commission*
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**For period covering October 1, 2013 to September 30, 2014 Status Report
And Fiscal Year 2015 Plan Update**

PART A Department or Agency Identifying Information	1. Agency		1. U.S. Department of the Interior	
	1.a. 2 nd level reporting component		The Bureau of Reclamation	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. Denver Federal Center, Bldg. 67 PO Box 25007	
	3. City, State, Zip Code		3. Denver, Colorado 80225-0007	
	4.CPDF Code	5. FIPS code(s)	4. IN-07	5.
PART B Total Employment	1. Enter total number of permanent full-time employees			1. 5037
	2. Enter total number of temporary employees			2. 179
	3. Enter total number employees paid from non-appropriated funds			3. Not Applicable
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 5216
PART C Agency Official(s) Responsible for Oversight of EEO Programs	1. Head of Agency Official Title		1. Commissioner	
	2. Agency Head Designee		2.	
	3. Principal EEO Manager/Official Official Title/series/grade		3. Brian D. Sutherland, Civil Rights Manager Civil Rights Division GS-0260-14	

	4. Title VII Affirmative EEO Program Official	4. Duriye Powell	
	5. Section 501 Affirmative Action Program Official	5. Brian Sutherland	
	6. Complaint Processing Program Manager	6. Lorraine Bobian	
	7. Other Responsible EEO Staff	7. Rebecca Montoya, D. Zakeia Walker	
PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
List of Subordinate Components Covered in this Report	Pacific Northwest Region	IN-07-01	
	Mid-Pacific Region	IN-07-02	
	Lower Colorado Region	IN-07-03	
	Upper Colorado Region	IN-07-04	
	Great Plains Region	IN-07-06	
	Denver Office	IN-07-08	
	Washington Office	IN-07-09	
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	✓	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	✓
Brief paragraph describing the agency's mission and mission-related functions	✓	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	✓
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	✓	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	✓

Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	✓	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	✓
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	✓	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	✓
Summary of EEO Plan action items implemented or accomplished	✓	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	✓
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	✓	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	NA
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	✓	*Organizational Chart	✓

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For Period Covering October 1, 2013 to September 30, 2014

EXECUTIVE SUMMARY

Agency's Mission and Mission Related Functions

The Bureau of Reclamation is the largest wholesaler of water in the United States. Our mission is to manage, develop, and protect water and related resources in an environmentally and economically sound manner in the interest of the American public. We deliver water to more than 31 million people, and provide 1 of 5 Western farmers (140,000) with irrigation water for 10 million acres of farmland that produce 60 percent of the nation's vegetables and 25 percent of its fruits and nut crops. Reclamation is also the second largest producer of hydroelectric power in the western United States. Our 53 power plants annually provide more than 40 billion kilowatt hours, generate nearly a billion dollars in power revenues, and produce enough electricity to serve more than 3.5 million homes.

Reclamation is structured in 5 Regional Offices that service 19 area offices and 26 field offices, and an office in Denver, Colorado, which serves as the headquarters division in conjunction with the Washington, DC Office.

Reclamation Diversity Council (RDC) met to prepare the FY 2014 Accomplishments Report and FY 2015 Plan Update. The RDC is comprised of a diverse group of senior executives and managers from all geographic regions/offices and occupations throughout Reclamation. While EEO and HR professionals actively participate to provide technical assistance, the RDC members are chartered with lead responsibility for the development and execution of the MD-715. In FY 2014, the RDC met in the months of March and June to track progress and maintain communication.

As a result, the MD-715 FY 2014 Accomplishments and FY 2015 Plan Report focuses on incorporating action items that resulted from prior years EEOC technical assistance visits, as well as appropriate continuation of current initiatives.

FY 2014 Accomplishment Highlights

Reclamation is proud of the successes it achieved in a challenging year and highlights its dedication to diversity related efforts with the following:

- Lower Colorado region hired 3 individuals with a targeted disability.
- Great Plains Region increased a diverse range of partnerships with Tribal colleges and universities, and affinity organizations.
- Great Plains Region selected 3 Pathways students from Hispanic Serving Institutions and 2 of those were hired,
- Denver hired 7 engineering students from Fort Valley State University, a Historically Black College located in Fort Valley, Georgia. Managers within Denver's Technical Service Center worked with students and facilitated informal mentorships to provide guidance in students' academic pursuits.

Upon the students' departure, management collaborated with HR to ensure students were placed on "Leave without Pay" to allow for future relationships, building on Reclamation's initial investment.

- Reclamation hosted the Department of the Interior Project SEARCH intern program. In FY 2014 there were a total of 10 participants in the program. The year ended with the National Parks Service hiring one participant. Reclamation continues to host Project SEARCH in FY 2015 with a total of 6 students.

Workforce Data

Reclamation employs 5216 employees in various occupations and grades, including 5,037 permanent employees and 179 temporary employees. This is a net decrease of the total workforce of 0.7 percent when compared with FY 2013 data. Reclamation demonstrated a net percentage increase in the following EEO groups: Black or African American males and females, Asian males and females, Native Hawaiian or Other Pacific Islander males, and American Indian or Alaska Native males and females. Reclamation shows a net percentage decrease for the following EEO groups: Hispanic or Latino males and females, and White males and females. When comparing workforce data distributed by ethnicity, race, and gender to the 2010 National Civilian Labor Force (NCLF), data indicates Hispanic or Latino male, White males, Asian males, Native Hawaiian or Other Pacific Islander, and American Indian or Alaskan Native males and Native Hawaiian or Other Pacific Islander males and females, and American Indian or Alaskan Native males and females are equal to or above the NCLF. Hispanic or Latino females, White females, Asian females, and Black or African American males and females continue to be below the 2010 NCLF.

Five mission-critical occupations have been identified within Reclamation, they are: General Biological Science (0401), Civil Engineer (0810), Information Technology Management (2210), Electrician (2810), and Plant Mechanic (5352). Table A6 reveals that Hispanic or Latino females and American Indian or Alaskan Native males and females continue to exceed the Occupational Civilian Labor Force (OCLF), while Black or African American males and females are the most underrepresented. Reclamation will continue to focus its outreach and recruitment efforts towards these mission-critical occupational series as well as increase efforts to improve workforce retention.

FY 2015 Planned Action

Reclamation has established various priorities in FY 2015 to improve and strengthen the EEO Program:

- With concerns of appropriations requiring strategic decision-making, the HR Policy and Programs Division and Civil Rights Division will conduct simultaneous HR Program Accountability and EEO Compliance Review evaluations. Preparation of these evaluations will include the streamlining of the collection of documentation, interview schedules, and visual inspections.
- In an effort to ascertain Reclamation's workforce separation trends, an action item was created to conduct a 3-5 year analysis to determine whether particular groups are separating at an unusually high rate.
- Reclamation will revise and redraft the Targeted Recruitment Plan for Individuals with Targeted Disabilities in an effort to increase representation of this EEO group.
- Reclamation has established a goal of 7 hires of individuals with targeted disabilities into the permanent workforce.

Reclamation remains committed to meeting the objectives outlined in this report in order to create a model EEO Program.

EEOC FORM
715-01 PART F
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT

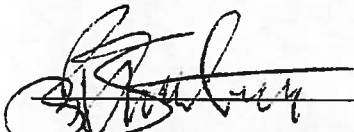
**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, **Brian D. Sutherland**, am the Principal EEO Director for the Bureau of Reclamation.

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

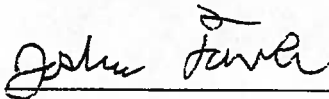
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Brian D. Sutherland, Acting Manager, Civil Rights Division
Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715.

12/11/2014

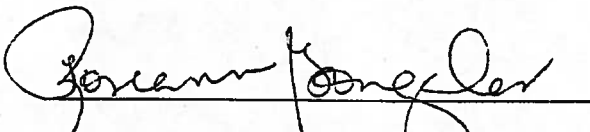
Date



Joshua Fowler, Manager, Human Resources Policy and Programs Division
Signature of Human Resources Manager

12-12-14

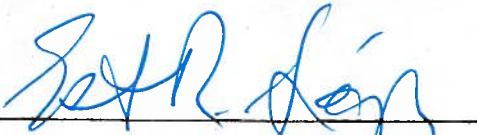
Date



Roseann Gonzales, Director, Policy and Administration
Signature of Policy and Administration Director

12/12/14



Date







Estevan R. Lopez, Principal Deputy Commissioner
Signature of Agency Head or Agency Head Designee

2/23/15



Date



EEOC FORM 715-01 PART G	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p> <p align="center">BUREAU OF RECLAMATION FISCAL YEAR 2014</p>			
<p align="center">Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.</p>				
 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
1. The Agency Head was installed on December 19, 2014. 2. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		✓		Commissioner Lopez sworn in on December 19, 2014. Policy memo under commissioner's signature will be issued no later than April 30, 2015.
3. During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? Issue Date – September 17, 2013 If no, provide an explanation.		✓		EEO Policy has been re-issued to all employees on 11-29-10, 10-4-11, 9-27-12, and 9-17-13. New commissioner sworn in December 19, 2014. Policy under new commissioner's signature will be issued no later than April 30, 2015.
4. Are new employees provided a copy of the EEO policy statement during orientation?		✓		
5. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		✓		





 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
6. Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		✓		
7. Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		✓		
8. Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		✓		
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
9. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		✓		
a. Resolve problems/disagreements and other conflicts in their respective work environments as they arise?		✓		
b. Address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		✓		
c. Support the agency's EEO Program through allocation of mission personnel to participate in community out-reaches and recruitment programs with private employers, public schools, and universities?		✓		

d. Ensure full cooperation of employees under his/her supervision with EEO Office officials such as EEO Counselors, EEO Investigators, etc.?	✓		
e. Ensure a workplace that is free from all forms of discrimination, harassment, and retaliation?	✓		
f. Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	✓		
g. Ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	✓		
h. Ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	✓		
10. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	✓		#11-New Employee Orientation, Ethics Training, No-FEAR Training, and Employee Newsletters
11. Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			
12. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	✓		
13. Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	✓		







Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
14. Is the EEO Manager under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Manager/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		✓		
15. Are the duties and responsibilities of EEO officials clearly defined?		✓		
16. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		✓		
17. If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO Programs?		✓		
18. If the agency has 2 nd level reporting components, does the agency-wide EEO Manager have authority for the EEO Programs within the subordinate reporting components?		✓		
If not, please describe how EEO Program authority is delegated to subordinate reporting components.				





 Compliance Indicator	The EEO Manager and other EEO professional staff responsible for EEO Programs have regular and effective means of informing the agency head and senior management officials of the status of EEO Programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
19. Does the EEO Manager/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency, and legal compliance of the agency's EEO Program?		✓		
20. Following the submission of the immediately preceding FORM 715-01, did the EEO Manager/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		✓		
21. Are EEO Program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		✓		
22. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and realignments?		✓		
23. Are management/personnel policies, procedures, and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		✓		
24. Is the EEO Manager included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		✓		





 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
25. Does the EEO Manager have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		✓		
26. Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		✓		
27. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		✓		
a. Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		✓		
b. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		✓		
c. People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		✓		
28. Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		✓		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
29. Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?		✓		



30. Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	✓		
31. Has funding been secured for publication and distribution of EEO materials (e.g., harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	✓		
32. Is there a central fund or other mechanism for funding supplies, equipment, and services necessary to provide disability accommodations?	✓		
33. Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	✓		
34. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	✓		
a. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO Offices? [see 29 C.F.R. § 1614.102(b)(5)]	✓		
b. Is there sufficient funding to ensure that all employees have access to this training and information?	✓		
35. Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	✓		
a. for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	✓		
b. to provide religious accommodations?	✓		
c. to provide disability accommodations in accordance with the agency's written procedures?	✓		
d. in the EEO discrimination complaint process?	✓		
e. to participate in ADR?	✓		



Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each managers or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
36. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		✓		
37. Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer?		✓		
 Compliance Indicator	The Human Resources Manager and the EEO Manager meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
38. Have timetables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		✓		
39. Have timetables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		✓		
40. Have timetables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		✓		
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
41. Does the agency have a disciplinary policy and/or a table of		✓		





penalties that covers employees found to have committed discrimination?			
42. Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	✓		
43. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	✓		
If so, cite number found to have discriminated and list penalty/disciplinary action for each type of violation.			
44. Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	✓		
45. Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	✓		

Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
46. Do senior managers meet with and assist the EEO Manager and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		✓		
47. When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		✓		
48. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		✓		
49. Are trend analyses of workforce profiles conducted by race, national origin, sex, and disability?		✓		
50. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex, and disability?		✓		
51. Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex, and disability?		✓		
52. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex, and disability?		✓		
53. Are trend analyses of the effects of management/personnel policies, procedures, and practices conducted by race, national origin, sex, and disability?		✓		
 Compliance Indicator	The use of Alternative Dispute Resolution(ADR) is encouraged by senior management	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
54. Are all employees encouraged to use ADR?		✓		
55. Is the participation of supervisors and managers in the ADR process required?		✓		







Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
56. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		✓		
57. Has the agency implemented an adequate data collection and analysis system that permit tracking of the information required by MD-715 and these instructions?		✓		Currently accessing MD-715 reports from Interior Business Center (IBC) Datamart system which is linked to the Federal Payroll and Personnel System (FPPS). Applicant flow data is accessible from a separate software utilized for hiring, Monster Analytics.
58. Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO Program and eliminate discrimination under Title VII and the Rehabilitation Act?		✓		
59. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		✓		
60. Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		✓		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
61. Does the agency use a complaint tracking and monitoring system that allows identification of the location, status of complaints, and length of time elapsed at each stage of the agency's complaint resolution process?		✓		
62. Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/		✓		

complainants, the involved management officials and other information to analyze complaint activity and trends?				
63. Does the agency hold contractors accountable for delay in counseling and investigation processing times?		✓		
<p>If yes, briefly describe how:</p> <p>Payment for investigations may be reduced; continued problems could result in loss of future business.</p>				
64. Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		✓		
65. Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		✓		
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
66. Are benchmarks in place which compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		✓		
a. Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		✓		
b. Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		✓		
c. Does the agency complete the investigations within the applicable prescribed time frame?			✓	<p>The average time to complete investigations was 205 days. Average processing time for timely investigations was 139 days. Those not completed timely were delayed for various reasons, including:</p> <ul style="list-style-type: none"> EEOC remanded to agency for supplemental investigation; Complainant has amended the complaint late in the investigation stage; Complainant has filed multiple complaints and additional time is required

				<p>to determine whether additional complaint(s) are like or related to the complaint being investigated;</p> <ul style="list-style-type: none">• Complainant and/or Complainant did not meet with investigator in a timely fashion;• Complainant and/or witnesses did not timely submit affidavits;• Complaints not processed by the investigating agency (those in which a conflict was identified) in a timely fashion;• Complainant participated in the mediation process and the mediation was not successful. <p>Beginning in FY2015, the Agency will review all open complaint investigations at 120 days to ensure the investigator and all witnesses are meeting their obligations pursuant to the investigative process.</p>
d. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		N/A	N/A	The Department OCR issues all Final Agency Decisions.
e. When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		✓		
f. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		✓		
g. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		✓		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
67. In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		✓		

68. Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		✓		
69. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		✓		
70. Does the responsible management official directly involved in the dispute have settlement authority?		✓		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
71. Does the agency have a system of management controls in place to ensure the timely, accurate, complete, and consistent reporting of EEO complaint data to the EEOC?		✓		
72. Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a) (1)?		✓		
73. Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		✓		
74. Do the agency's EEO programs address all of the laws enforced by the EEOC?		✓		
75. Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		✓		
76. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		✓		
77. Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		✓		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	

78. Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?	N/A	N/A	Not Applicable. Department OCR will respond.
79. Does the agency discrimination complaint process ensure a neutral adjudication function?	N/A	N/A	Not Applicable. Department OCR will respond.
80. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	N/A	N/A	Not Applicable. Department OCR will respond.

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
81. Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		✓		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
82. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		✓		
a. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		✓		
b. Are procedures in place to promptly process other forms of ordered relief?		✓		
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
83. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		✓		
<p>If so, please identify the employees by title in the comments section and state how performance is measured.</p> <p>All supervisory performance standards include an EEO/Diversity element.</p>				

84. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	✓		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.			
85. Have the involved employees received any formal training in EEO compliance?	✓		
86. Does the agency promptly provide to the EEOC the following documentation for completing compliance:	✓		
a. Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official or agency payment order dating the dollar amount of attorney fees paid?	✓		
b. Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	✓		
c. Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued narrative statement by an appropriate agency official of total monies paid?	✓		
d. Compensatory Damages: The final agency decision and evidence of payment, if made?	✓		
e. Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	✓		
f. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	✓		
g. Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	✓		
h. Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	✓		
i. Final Agency Decision (FAD): FAD or copy of the	✓		

complainant's request for a hearing.			
j. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	✓		
k. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	✓		
l. Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	✓		

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

BUREAU OF RECLAMATION		Completed and Modified for FY 2015
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.</p> <p>Compliance Indicator – The EEO Manager and other EEO professional staff responsible for EEO Programs have regular and effective means of informing the agency head and senior management officials of the status of EEO Programs and are involved in, and consulted on, management/personnel actions.</p> <p>Measures #24 – Is the EEO Manager included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?</p>	
OBJECTIVE:	To improve communication and advance a Model EEO Program through participation of EEO officials at agency deliberations at all levels within Reclamation.	
RESPONSIBLE OFFICIAL:	Manager, Civil Right Division Manager, Human Resources Policy and Programs Division	
DATE OBJECTIVE INITIATED:	November 7, 2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. Completed: Reclamation's Civil Rights Division Manager and Human Resources Division Manager will meet with the executive sponsor of the RDC to develop a strategic plan to initiate EEO and HR Reclamation-wide community meetings on various diversity initiatives.		September 30, 2013

<p>2. Modified: In FY 2015 two Regional offices (Great Plains region and Mid-Pacific region) have been selected to participate in the annual HR Program Accountability and EEO Compliance Review evaluations. The CRD will partner with the HR Policy and Programs Division (HRP&P) to coordinate simultaneous HR Program Accountability and EEO Compliance Review evaluations for efficiency in budget and management concerns. In order to complete this action item, below are intermittent milestones:</p>	<p>September 30, 2015</p>
<p>A. A memo will be sent from the Director, Policy and Administration to the Reclamation Leadership Team stating a future practice to conduct simultaneous HR Program Accountability and EEO Compliance Review evaluations.</p>	<p>December 30, 2013</p>
<p>B. The Manager, CRD and Manager, HRP&P will ensure a meeting with appropriate staff is conducted to coordinate respective HR Program Accountability and EEO Compliance Review itineraries and preparation efforts. The objective of this meeting is to find efficiencies in the collection of documentation, interview schedules, and visual inspections.</p>	<p>September 30, 2015</p>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

During FY 2014 the Denver Human Resources Office reorganized to better serve Reclamation as a whole resulting in a separation of the Denver/Washington HR Operations and HRP&P divisions.

The Denver/Washington Human Resources Office provides full operating HR services to the Washington and Denver Offices.

The HRP&P division functions as liaison with the Department of the Interior, and the Office of Personnel Management. The division provides guidance and technical assistance to servicing human resources offices Reclamation-wide. The group is responsible for providing Reclamation-wide human resource policy development and implementation, interpreting and implementing human resources policies and regulations, developing Reclamation-wide procedures, handbooks, and guidelines, and providing advisory and consulting services on the human resources program areas.

While the FY 2014 action has been successfully closed, Reclamation intends to continue strengthening efforts in this area in FY 2015 with its efforts to coordinate the HR Program Accountability and EEO Compliance Review evaluations.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

BUREAU OF RECLAMATION		FY 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element A - Demonstrated Commitment from Agency Leadership Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.</p> <p>Compliance Indicator – EEO policy statements are up-to-date.</p> <p>Measures – This action item resulted from the EEOC TA visit rather than a particular measure.</p>	
OBJECTIVE:	To issue separate policy statements that include (1) an anti-discrimination explaining various principles of EEO and assures that EEO program requirements will be enforced and (2) an effective anti-harassment policy to prevent harassment on all protected bases and retaliation in the workplace.	
RESPONSIBLE OFFICIAL:	Manager, Civil Rights Division	
DATE OBJECTIVE INITIATED:	October 1, 2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 31, 2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
<ol style="list-style-type: none"> 1. Reclamation will revise its EEO Policy Statement into two separate EEO anti-discrimination and anti-harassment policies and ensure that the following are met: <ol style="list-style-type: none"> a. EEO Anti-Discrimination Policy <ol style="list-style-type: none"> 1. Equal employment opportunity for all employees and applicants for employment, regardless of their race, religion, color, sex, national origin, age, or disability. 2. All employees will have the freedom to compete on a fair and level playing field with equal opportunity for 		<p>April 30, 2015</p> <p>Commissioner Lopez sworn in on December 19, 2014. Policy statements will be issued no later than April 30, 2015.</p>

<p>competition.</p> <ol style="list-style-type: none"> 3. Equal employment opportunity covers all personnel/employment programs, management practices and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. 4. Reprisal against one who engaged in protected activity will not be tolerated, and the agency supports the rights of all employees to exercise their rights under the civil rights statutes. 5. A clearly described complaint process that provides accessible avenues of complaint. <p>b. Anti-Harassment Policy</p> <ol style="list-style-type: none"> 1. Workplace harassment will not be tolerated, allegations of harassment will be immediately investigated, and, where allegations are substantiated, appropriate action will be taken. 2. Assurance that Reclamation will protect the confidentiality of harassment complaints to the extent possible. 3. Clarification that not all harassment claims are necessarily EEO-based. 	
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EEOC FORM
715-01 PART I
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

BUREAU OF RECLAMATION		Completed for FY 2015
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue.	<u>Lack of Demographically Balanced Applicant Pool</u> Reclamation strives to strategically outreach and recruit to increase the diversity of applicants. Although Reclamation has implemented the Pre-Recruitment Consultations, targeted outreach and recruitment is necessary to attract greater applicant pools of any underrepresented demographics.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Analysis of applicant flow data revealed that diverse candidates are not applying to Reclamation vacancies compared to the occupational civilian labor force.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Further analysis is needed to determine success of current outreach and recruiting efforts, however, a different approach may result in highly qualified candidates being referred on the certificate for hiring officials.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Hiring managers in concert with HR will institute targeted recruitment practices to increase the demographic diversity of applicant pool.	
RESPONSIBLE OFFICIAL:	Manager, Civil Rights Division Manager, Human Resources Division	
DATE OBJECTIVE INITIATED:	November 7, 2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013	

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Completed: The Reclamation Outreach and Recruitment Team (RORT) will establish a resource list of veteran organizations to share on the RORT SharePoint site. The resource list will be presented to the RDC for further consideration.	September 30, 2013
2. Completed: The RORT will catalog current outreach and recruiting methods for bargaining board positions. The catalog will be presented to the RDC for further consideration.	September 30, 2013
3. Completed: The RORT will organize a reverse webinar to the American Indian Higher Education Consortium to market Reclamation to Tribal Colleges and Universities.	September 30, 2014
4. Completed: The RORT will organize and implement a Reclamation wide targeted recruitment event, with each region/Denver directorship providing at least 1 entry-level vacancy for filling positions through Pathways.	September 30, 2013
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
<p>Reclamation's Human Resources professionals and Bureau subject matter experts in mission critical occupational fields facilitated a variety of meetings (virtual and in person), that included the TCU Presidents, college career counselors and students. The Human Resource professionals met on-site with students regarding relevant Reclamation projects; had multiple conversations of opportunities to work with Reclamation via Pathways programs and had various conversations about opportunities for potential mentorships.</p> <p>Reclamation has established new TCU partnerships and will continue to cultivate the relationships throughout FY2015.</p>	

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EEO Plan to Eliminate Identified Barrier

BUREAU OF RECLAMATION		Completed and Modified for FY 2014
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue.	<u>Separation</u> Data in tables A-14 and B-14 indicated a high separation rate of all EEO groups.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Analyzed tables A-14 and B-14 and determined that retirement was the most frequent reason for voluntary separation while resignation was the second most frequent cause.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	A surface analysis revealed that resignations are the second highest reason for voluntary separation, but there is no consistent, reliable tool for determining reasons for resignations that can be used as a basis for analyses and corrective action.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Develop an exit interview to utilize throughout Reclamation and conduct detailed analyses of reasons employees resign. Reclamation will work with the Department to better facilitate the structure of analytical results of the exit interview survey (i.e. separation of results by retirements, separation of results by ethnicity, race, or gender, etc.).	
RESPONSIBLE OFFICIAL:	Manager, Civil Rights Division Manager, Human Resources Division	
DATE OBJECTIVE INITIATED:	November 2, 2011	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2014	

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<ol style="list-style-type: none"> 1. Completed: The out-processing workgroup will revise the checklist to ensure separating employees are informed and aware of the exit survey. 2. Completed: Exit Interview Survey will be reviewed for qualitative measures. 3. Removed and Renumbered: Pending sufficient amount of information is collected; CRD will analyze results and determine areas of success/weakness or potential triggers. <ol style="list-style-type: none"> a. Analysis of results will distinguish retirements from other forms of separations to narrow focus to preventable forms of separation. 	September 30, 2013
<ol style="list-style-type: none"> 4. Completed: Reclamation's Civil Rights Division will perform a longitudinal analysis of Table A14 going back 3-5 years, in order to ascertain whether a pattern exists with respect to particular groups separating. Below are initial guidelines: <ol style="list-style-type: none"> a. Analysis will be conducted on permanent workforce only. b. Retirements, deaths, involuntary, and RIF separations shall be filtered out when conducting the analysis. 	September 30, 2014
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
Reclamation's Civil Rights Division conducted a longitudinal analysis of Table A14 going back 3-5 years, in order to ascertain whether a pattern exists with respect to particular groups separating. The available data analyzed resulted in no evident barriers.	

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

BUREAU OF RECLAMATION		FY 2014
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue.	<u>Tribal Colleges and Universities</u> This is in support of Presidential Executive Order 13270 that directs the heads of Federal agencies to increase opportunities for American's 32 TCUs to participate in federally funded projects and programs, as well as the Departments MOU with the American Indian Higher Education Consortium (AIHEC). Historically, Reclamation's relationships with the schools are seldom when compared to other Interior Bureaus as reported in the Annual Performance Plan and Accomplishments.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Towards the end of FY 2013, steps were taken to better understand the reason for the cyclic relationships with TCUs. The first phase is to establish relationships with respective TCUs that are within proximity to a Reclamation office that are secure in mutual commitment. Because Reclamation's Great Plains Region hosts the majority of TCUs within proximity, opportunities are plentiful to begin the infrastructure integral to a successful relationship.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Reclamation fluctuates in its outreach efforts towards TCUs due to issues in accreditation or change in priorities. This creates a cycle that is not conducive to a long lasting partnership.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Develop a relationship that is long lasting that supports both the Annual TCU Performance Plan and AIHEC MOU. The objective is to provide a cooperative framework for the parties to develop and establish a program that will empower the TCU community and to promote academic, professional, and career opportunities.	
RESPONSIBLE OFFICIAL:	Great Plains Reclamation Diversity Council Representatives Great Plains Regional Human Resources Officer	
DATE OBJECTIVE INITIATED:	October 1, 2013	
TARGET DATE FOR	September 30, 2014	

COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Completed: Great Plains Region will select two TCUs to begin formal discussions regarding opportunities for a mutual benefiting relationship.	October 30, 2013
2. Completed: Great Plains Region will facilitate a meeting (virtual or in person), that includes the TCU President, with a conversation that includes the following: <ul style="list-style-type: none"> a. conversation of potential opportunities to speak to classes regarding relevant Reclamation projects; b. conversation of opportunities to work with Reclamation via Pathways; c. conversation of opportunities for potential mentorships with management in respective academic fields; d. inquiries to the needs of the college and how Reclamation can reciprocate; and e. topics of interest from the respective TCU. 	June 30, 2014
3. Completed: An external SharePoint site will be created for record keeping of meeting minutes and foster collaborative communication among stakeholders. This was not able to be done due to technical difficulties and security firewalls.	September 30, 2014

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

BUREAU OF RECLAMATION		FY 2015
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue.	<u>Disability Workforce</u> Although the percentage of employees with targeted disabilities has increase since FY 2012, the 1.6 percent still fell below EEOC's 2 percent goal for federal agencies.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	As suggested during the EEOC TA Visit, Reclamation will implement several actions to improve the employment and advancement of employees with targeted disabilities.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Self-identifying a disability is entirely voluntary. Although, there is an exception referenced within the SF - 256 (Self-identification of Disability) form, that states "with the exception of employees appointed under Schedule A, section 213.3102(u). These employees will be requested to identify their disability status and if they decline to do so, their correct disability code will be obtained from medical documentation used to support their appointment. "Skepticism is still high in terms of the purpose of these statistics.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	In FY 2014, Reclamation will begin to address if the percentage represented in FY 2012 1.6 percent and FY 2013 1.7 percent accurately portrays by resurveying the workforce.	
RESPONSIBLE OFFICIAL:	Manager, Civil Rights Division Manager, Human Resources Policy and Programs Division Manager, Human Resources Operations Division Reclamation's Disability Program Manager	
DATE OBJECTIVE INITIATED:	October 1, 2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2015	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>1. Modified: Renew Reclamation's Targeted Recruitment Plan for Individuals with Disabilities with an emphasis on Recruitment and Retention. The plan will include:</p> <ul style="list-style-type: none"> a. A review of FY 2013 and FY 2014 Reclamation wide applicant flow data for individuals with targeted disabilities. The review should assess outreach and recruitment efforts as well as the type of positions filled by qualified individuals with targeted disabilities with recommendations to improve future efforts. b. Established Reclamation point of contacts (whether Bureau wide or Regional) for external recruitment programs, such as Department of Labor's Workforce Recruitment Program, and EEOC's/OPM's partnership with Bender Consulting Services. c. A review of FY 2013 and FY 2014 advancement of individuals with targeted disabilities. The review should assess advancement opportunities and successes with recommendations to improve future retention efforts. 	September 30, 2015
<p>2. Completed: Reclamation will resurvey its workforce to accurately capture current disability status of its employees. A joint memo will be sent from the Manager, CRD and Manager, HRP&P describing the purpose of the resurvey, the use of the statistics collected, and encourage participation in the survey. In addition to the collection of disability status from employees, the survey should allow for comments and feedback regarding perceptions of the workforce.</p>	September 30, 2014

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U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Status Report

FY 2015							
PART I Department or Agency Information	1. Agency	1. The Department of the Interior					
	1.a. 2 nd Level Component	1.a. Bureau of Reclamation					
	1.b. 3 rd Level or lower	1.b.					
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ... Permanent Only	beginning of FY2014		end of FY2014		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	5027	100.0%	5037	100%	10	0.2%
	Reportable Disability	689	13.7%	698	13.9%	9	0.2%
	Targeted Disability*	84	1.7%	86	1.7%	2	0.0%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					537	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					10 total permanent hires per Table B-8	

PART III Participation Rates In Agency Employment Programs									
Other Employment/ Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	240 (Dr. Davis Promotions Table)	15	6.3%	1	0.4%	11	4.6%	214	89.2%
4. Non-Competitive Promotions	354 (Dr. Davis Promotions Table)	52	14.7%	6	1.7%	20	5.6%	282	79.7%
5. Employee Development/ Training	Data Not Available								
5.a. Grades 5 - 12	Data Not Available								
5.b. Grades 13 - 14	Data Not Available								
5.c. Grade 15 & SES Development/ Training	Data Not Available								
6. Employee Recognition and Awards	8,097 (see Table B-13)	1,004	12.4%	125	1.5%	268	3.3%	6,825	84.3%
6.a. Time-Off Awards (Total hours awarded)	14,005 (see Table B-13)	1,910	13.6%	367	2.6%	468	3.3%	11,627	83.0%
6.b. Cash Awards (total \$\$\$ awarded)	\$5,455,382 (see Table B-13)	\$602,238	11.0%	\$58,247	1.1%	\$166,850	3.1%	\$4,686,294	86.0%
6.c. Quality-Step Increase	192 (see Table B-13)	23	12.0%	1	0.5%	9	4.7%	160	83.3%
7. Details and Task Force Assignments	Data Not Available								

EEOC FORM 715-01 Part J	<p style="text-align: center;">Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p> <p style="text-align: right;">FY 2015</p>
Part IV Identification and Elimination of Barriers	<i>Instructions:</i> Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.

Instructions: Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.

Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.

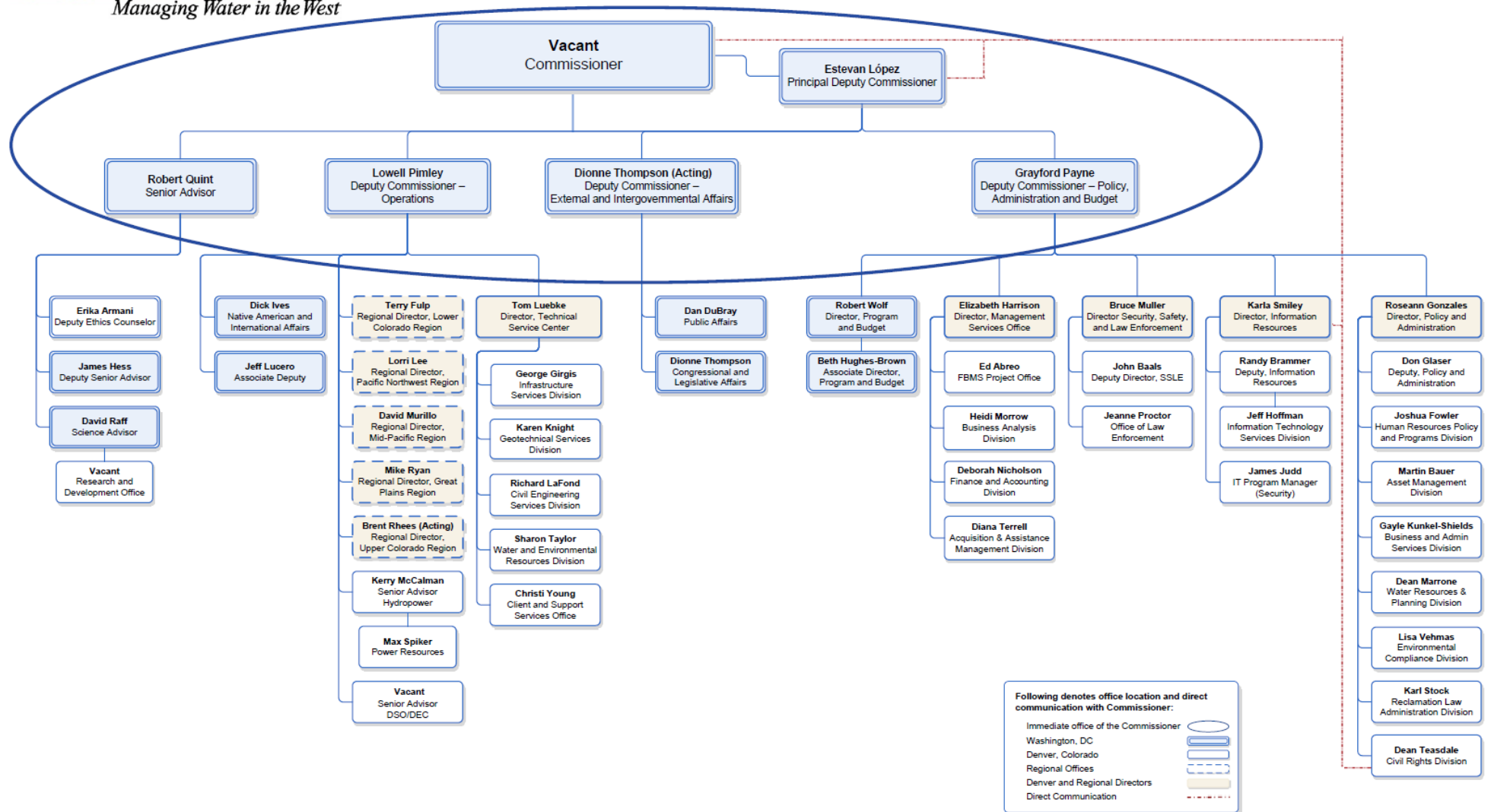
FY 2014 ACCOMPLISHMENTS: Reclamation's permanent workforce representation of individuals with targeted disabilities has maintained the 1.7 percent at the close of FY 2014. This year was Reclamation 2nd year of dedicating a member of the Civil Rights Division staff to coordinate the entire Department of the Interior Project SEARCH, facilitating a classroom onsite, internship rotations with participating Interior Bureaus, internal coordination with Colorado Jefferson County Schools to provide teachers, job coaches, and support services for students. In FY 2014, Project SEARCH resulted in 1 permanent hire with the National Parks Service out of a total of 10 student internships. Reclamation continues to dedicate a staff member to facilitate the coordination of the program and its students to host Project SEARCH in FY 2015 with a total of 6 students.

The following *measurable goals* have been set to improve participation rates by the end of FY 2015:

GOAL 1: Reclamation will hire 7 individuals with targeted disabilities into the permanent workforce, 1 each for the Denver Office, Great Plains region, Lower Colorado region, Mid Pacific region, Pacific Northwest region, Upper Colorado region, and the Washington Office.

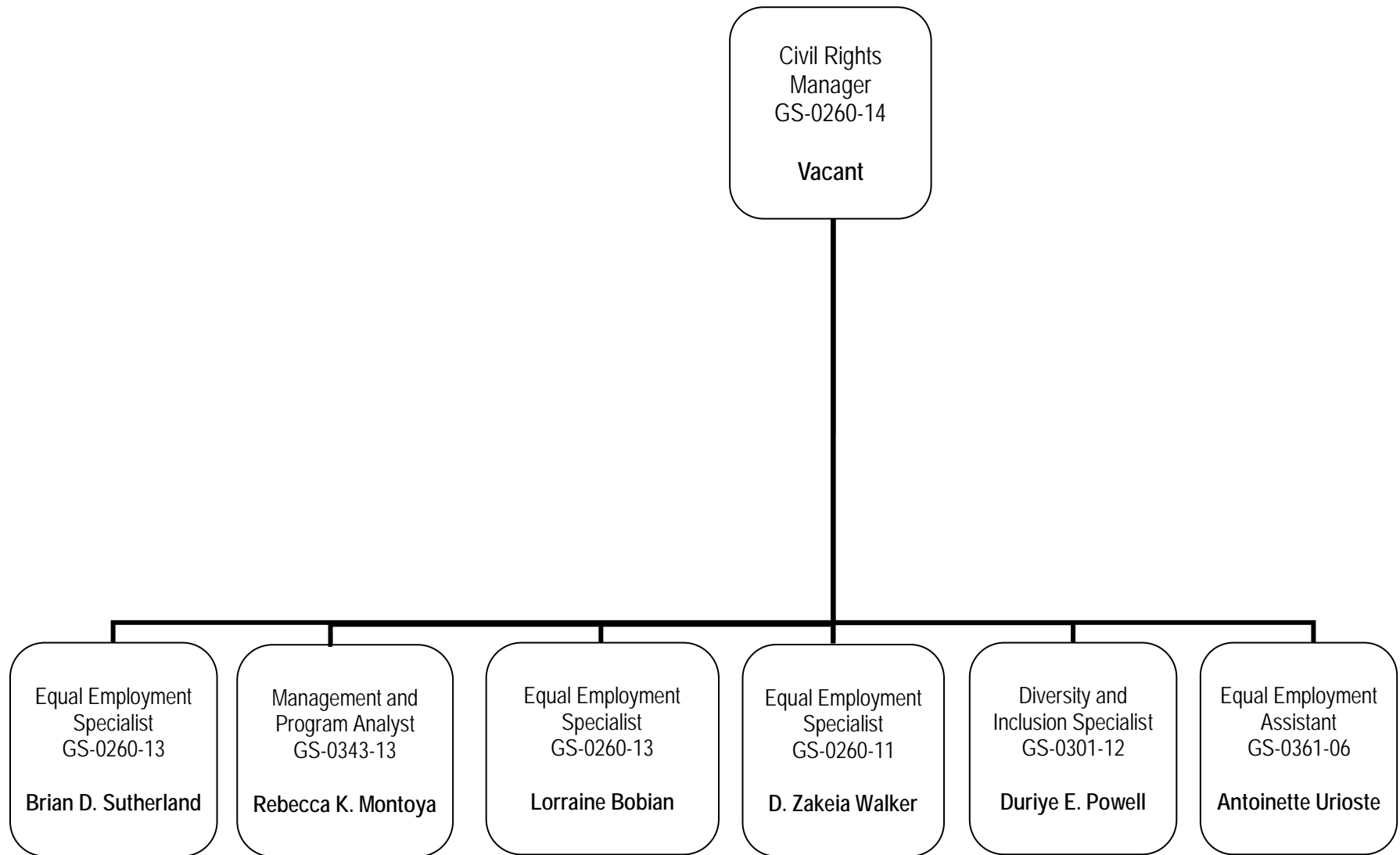
Strategies:

1. Maximize the use of available hiring authorities, such as Schedule A hiring to place individuals with disabilities in permanent jobs at all grade levels and in various job occupations.
2. Maximize Reclamation's participation in various internship and recent graduate programs to increase the number hires of individuals with disabilities, by utilizing the Workforce Recruitment Program.
3. Continue to strengthen and maintain partnerships with various organizations, such as the local Department of Vocational Rehabilitation, including veteran associated organizations.



FY 2014

84-59000 Civil Rights Division





THE SECRETARY OF THE INTERIOR
WASHINGTON

JUL 26 2011

Memorandum

To: All Department of the Interior Employees

From: Secretary *Ken Salazar*

Subject: Policy on Equal Opportunity and Zero Tolerance of Discrimination and Harassment

I am dedicated to promoting equal opportunity and a discrimination-free workplace at the Department of the Interior. The Department of the Interior is the face of America. The public we serve can only benefit from a workforce that thrives on equal opportunity.

I am also committed to the Department's long-standing policy that any type of unlawful discrimination or harassment will not be tolerated and must not occur. This policy affirms the Department's zero tolerance for discrimination and harassment on the bases of race, color, national origin, religion, sex (including pregnancy and gender identity), age, disability, sexual orientation, genetic information, or protected activity. All employees have a public trust to carry out the Department's policy on equal opportunity and create a work environment that a reasonable person would not consider intimidating, hostile, or offensive.

Employees who believe that they have been victims of harassment may, without fear of reprisal, seek immediate assistance of a management official as well as their Office of Civil Rights or Office of Equal Employment Opportunity. Employees may also utilize the Department's CORE Plus Program to mediate conflicts in the workplace. For additional information, please go to www.doi.gov/eo.

Our policy on Equal Opportunity, and Zero Tolerance of Discrimination and Harassment extend to programs conducted by or receiving financial assistance from the Department. All equal opportunity and civil rights laws will be strictly enforced throughout the Department, and there will be zero tolerance of any form of discrimination or harassment in those programs as well.

I expect each manager and supervisor to join me in ensuring equal opportunity and zero tolerance of discrimination in a harassment-free workplace. I encourage our managers to talk with their employees about this policy on a regular basis.



United States Department of the Interior

BUREAU OF RECLAMATION
Washington, DC 20240

IN REPLY REFER TO:

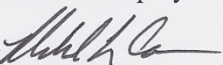
84-59000
ADM-1.10

SEP 17 2013

VIA ELECTRONIC MAIL ONLY

MEMORANDUM

To: All Bureau of Reclamation Employees

From: Michael L. Connor 
Commissioner

Subject: Policy on Equal Employment Opportunity and Hostile Work Environment Harassment

I want to emphasize to all employees of the Bureau of Reclamation my firm commitment to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in an environment that is free of discriminatory practices and behavior, including harassment.

It is the policy of Reclamation to ensure that individuals will not be denied opportunities in employment or program delivery because of their race, color, national origin, religion, sex, age (40 and over), disability (physical or mental, sexual orientation, status as a parent, protected genetic information, or reprisal. Equally important, sexual harassment, in any of its various forms, by any employee of this Bureau, will not be tolerated.

It is important that employees of this Bureau be treated with respect and professionalism and not be subject to behavior or language that is insulting, threatening, harassing, or demeaning. This type of behavior or language is unacceptable as it not only can be personally offensive or harmful but it also can inhibit an employee's ability to reach his/her full potential. Anyone engaging in such behavior or language will be subject to appropriate disciplinary or administrative action. In addition, I expect managers to respond to complaints swiftly and appropriately as they will be held accountable for taking steps to eliminate such behavior and to ensure that the work environment is one where employees are treated fairly and respectfully. These policies apply to employees and applicants, and prohibit harassment, discrimination and retaliation in the workplace or in connection with work, whether engaged in by fellow employees, by a supervisor or manager. Conducts prohibited by these policies is unacceptable in the workplace and in any work-related settings outside the workplace, such as during business trips, tours, and business-related social events.

It is essential that each one of us understands our personal responsibility in this area and that each employee, at every level, will be held personally accountable in ensuring equal opportunity and in promoting individual civil rights.

If you experience discrimination, harassment, or reprisal, you must contact an Equal Employment Opportunity (EEO) Counselor, your regional EEO office, or the Civil Rights Division (CRD) in Denver within 45 days of the alleged discriminatory incident, prior to filing a formal complaint of discrimination against the agency.

For more information on the EEO complaints process or to locate an EEO Counselor, check your local employee bulletin boards, or the CRD Web site at http://intra.usbr.gov/cro/sub_eeostaff.html.

Distribution E

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2014

PART I - PRE-COMPLAINT ACTIVITIES

INTENTIONALLY LEFT BLANK	COUNSELING	INDIVIDUALS
TOTAL COMPLETED/ENDED COUNSELING		
C. TOTAL COMPLETED/ENDED COUNSELINGS	69	67
C.1. COUNSELED WITHIN 30 DAYS	22	22
C.2. COUNSELED WITHIN 31 TO 90 DAYS	44	42
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	20	20
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	13	12
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	11	11
C.3. COUNSELED BEYOND 90 DAYS	3	3
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	11	11
D.2. INITIATED DURING THE REPORTING PERIOD	68	67
D.3. COMPLETED/ENDED COUNSELINGS	69	67
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	15	15
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	19	19
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	34	32
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	1	1
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	10	10

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	3	3	\$18,553.40
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	3	3	\$18,553.40
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00
E.7.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	6	6
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	1	1
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	1	1
F.3. EXPUNGEMENTS	1	1
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	1	1
F.5.a. REINSTATEMENT	1	1
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	1	1
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	1	1
F.9.a. RESCINDED	1	1
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	1
F.11. LEAVE RESTORED	2	2
F.12.	0	0
F.13.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	2	2	\$4,850.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	1	1	\$3,750.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$1,100.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00
G.7.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	7	7
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	0	0
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	0	0
H.4. REASSIGNMENTS	0	0
H.5. REMOVALS RESCINDED	0	0
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	3	3
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	0	0
H.9.a. RESCINDED	0	0
H.9.b. MODIFIED	0	0
H.10. PERFORMANCE EVALUATION MODIFIED	1	1
H.11. LEAVE RESTORED	0	0
H.12. Communication/Work Assigned	3	3
H.13.	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	8	8

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2014

PART II - FORMAL COMPLAINT ACTIVITIES

42	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
34	B. COMPLAINTS FILED
1	C. REMANDS (sum of lines C1+C2+C3)
1	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
77	D. TOTAL COMPLAINTS
77	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
20	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
0	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
57	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
32	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	5,215			
A.1.b. PERMANENT EMPLOYEES	5,059			
A.2. COUNSELOR	13		0	
A.2.a. FULL-TIME	9	69.23	0	0
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	4	30.77	0	0
A.3. INVESTIGATOR	0		7	
A.3.a. FULL-TIME	0	0	0	0
A.3.b. PART-TIME	0	0	7	100
A.3.c. COLLATERAL DUTY	0	0	0	0
A.4. COUNSELOR/INVESTIGATOR	0		4	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	4	100
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF - TOTAL	0	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF - TOTAL	13	0	0	7	0	4
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	13	0	0	7	0	4
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME:	Brian D. Sutherland	
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
			X
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		
PERSON	Roseann C. Gonzales		
TITLE	Director, Policy and Administration		
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?		
PERSON	Brian D. Sutherland		
TITLE	Acting Manager, Civil Rights Division		
4.	WHO DOES THAT PERSON REPORT TO?		
PERSON	Roseann C. Gonzales		
TITLE	Director, Policy and Administration		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2014

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	1	0	1	0	1	5	16	5	5
B. ASSIGNMENT OF DUTIES	0	0	0	1	0	0	0	0	3	9	3	3
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	0	0	2	0	0	2	0	7	26	7	7
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	2	0	0	1	0	4	15	4	4
E.3. SUSPENSION	1	0	0	0	0	0	1	0	2	8	2	2
E.4. REMOVAL	0	0	0	0	0	0	0	0	1	3	1	1
E.5 5.	0	0	0	0	0	0	0	0	0	0	0	0
E.6 6.	0	0	0	0	0	0	0	0	0	0	0	0
E.7 7.	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	1	0	0	0	4	12	4	4
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	3	0	1	1	1	12	48	17	17
I.1. NON-SEXUAL	0	0	0	3	0	1	1	1	11	47	16	16
I.2. SEXUAL									1	1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	1	0	0	0	0	2	14	9	9
M. REASSIGNMENT	0	0	0	0	0	0	0	0	1	2	1	1
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	1	2	1	1
N. REASONABLE ACCOMMODATION								0	0	1	1	1
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	1	1	1
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	0	0	0	0	1	10	4	4
R. TERMS/CONDITIONS OF EMPLOYMENT	1	0	0	1	0	1	2	1	5	18	5	5
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0
T. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0
U. OTHER	0	0	0	0	0	0	0	0	0	0	0	0
U.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0
U.2.	0	0	0	0	0	0	0	0	0	0	0	0
U.3.	0	0	0	0	0	0	0	0	0	0	0	0
U.4.	0	0	0	0	0	0	0	0	0	0	0	0
U.5.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	2	0	0	9	1	3	5	3	40			
TOTAL ALL COMPLAINTS FILED BY BASES	1	0	0	5	1	1	3	1	22			
TOTAL ALL COMPLAINANTS BY BASES	1	0	0	5	1	1	3	1	20			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2014

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	MALE	FEMALE		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL					
A. APPOINTMENT/HIRE	0	2	0	1	0			3	0	2	0	16	5	5	
B. ASSIGNMENT OF DUTIES	0	2	0	0	0			2	1	0	0	9	3	3	
C. AWARDS	0	0	0	0	0			0	0	0	0	0	0	0	
D. CONVERSION TO FULL TIME	0	0	0	0	0			0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	1	2	0	1	0			6	2	2	0	26	7	7	
E.1. DEMOTION	0	0	0	0	0			0	0	0	0	0	0	0	
E.2. REPRIMAND	1	1	0	0	0			4	1	1	0	15	4	4	
E.3. SUSPENSION	0	0	0	1	0			1	1	1	0	8	2	2	
E.4. REMOVAL	0	1	0	0	0			1	0	0	0	3	1	1	
E.5. 5.	0	0	0	0	0			0	0	0	0	0	0	0	
E.6. 6.	0	0	0	0	0			0	0	0	0	0	0	0	
E.7. 7.	0	0	0	0	0			0	0	0	0	0	0	0	
F. DUTY HOURS	0	0	0	0	0			0	0	0	0	0	0	0	
G. EVALUATION/APPRaisal	0	1	0	0	2			2	1	1	0	12	4	4	
H. EXAMINATION/TEST	0	0	0	0	0			0	0	0	0	0	0	0	
I. HARASSMENT	2	6	0	1	0	11	5	5	0	48	17	17			
I.1. NON-SEXUAL	2	6	0	1	0	11	5	5	0	47	16	16			
I.2. SEXUAL	0	0	0									1	1	1	
J. MEDICAL EXAMINATION	0	0	0	0	0			0	0	0	0	0	0	0	
K. PAY INCLUDING OVERTIME	0	0	0	0	0			0	0	0	0	0	0	0	
L. PROMOTION/NON-SELECTION	1	3	0	0	0			5	1	1	0	14	9	9	
M. REASSIGNMENT	0	1	0	0	0			0	0	0	0	2	1	1	
M.1. DENIED	0	0	0	0	0			0	0	0	0	0	0	0	
M.2. DIRECTED	0	1	0	0	0			0	0	0	0	2	1	1	
N. REASONABLE ACCOMMODATION										0	1	0	1	1	1
O. REINSTATEMENT	0	0	0	0	0			1	0	0	0	1	1	1	
P. RETIREMENT	0	0	0	0	0			0	0	0	0	0	0	0	
Q. TERMINATION	1	0	0	0	0			3	2	3	0	10	4	4	
R. TERMS/CONDITIONS OF EMPLOYMENT	0	2	0	2	0			2	1	0	0	18	5	5	
S. TIME AND ATTENDANCE	0	0	0	0	0			0	0	0	0	0	0	0	
T. TRAINING	0	0	0	0	0			0	0	0	0	0	0	0	
U. OTHER	0	0	0	0	0			0	0	0	0	0	0	0	
U.1. 1.	0	0	0	0	0			0	0	0	0	0	0	0	
U.2.	0	0	0	0	0	0	0	0	0	0	0	0			
U.3.	0	0	0	0	0	0	0	0	0	0	0	0			
U.4.	0	0	0	0	0	0	0	0	0	0	0	0			
U.5.	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL ALL ISSUES BY BASES	5	19	0	5	2	0	0	35	13	15	0				
TOTAL ALL COMPLAINTS FILED BY BASES	5	11	0	2	2	0	0	20	7	9	0				
TOTAL ALL COMPLAINANTS BY BASES	5	11	0	2	2	0	0	19	7	9	0				

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2014

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS																				
FINDINGS/ALLEGATIONS IN:	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC OR LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations	0	0	0	0	1	0	0	0	12	5	6	0	2	1	0	0	13	0	8	0
1.1a. Number of Counselings Settled	0	0	0	0	1	0	0	0	7	2	3	0	2	1	0	0	4	0	5	0
1.1b. Number of Counselors Settled With	0	0	0	0	1	0	0	0	7	2	3	0	2	1	0	0	4	0	5	0
2. Complaint Settlement Allegations	0	0	0	0	0	0	0	0	4	1	4	0	0	0	0	0	5	1	1	0
2.2a. Number of Complaints Settled	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	2	1	1	0
2.2b. Number of Complainants Settled With	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	2	1	1	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	0	0	0	0	1	0	0	0	16	6	10	0	2	1	0	0	18	1	9	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

[illegible]

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2014

PART V - SUMMARY OF CLOSURES BY STATUTE

17	A.1. TITLE VII
0	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
12	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
10	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
39	B. TOTAL BY STATUTES. THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	20	12022	601.10
A.1. WITHDRAWALS	0	0	0.00
A.1.a. NON-ADR WITHDRAWALS	0	0	0.00
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	3	1096	365.33
A.2.a. NON-ADR SETTLEMENTS	2	1081	540.50
A.2.b. ADR SETTLEMENTS	1	15	15.00
A.3. FINAL AGENCY ACTIONS	17	10926	642.71
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	9	5538	615.33
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	9	5538	615.33
B.3. DISMISSAL OF COMPLAINTS	0	0	0.00
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	8	5388	673.50
C.1. AJ DECISION FULLY IMPLEMENTED	8	5388	673.50
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	6	4167	694.50
C.1.c. DISMISSAL OF COMPLAINTS	2	1221	610.50
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2014

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	9	3080	342.22
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	4	786	196.50
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	4	786	196.50
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	5	2294	458.80
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	5	2294	458.80
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	3	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	2	\$17,000.00
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	1	\$12,500.00
B.3. COMPENSATORY DAMAGES	1	\$4,500.00
B.4. ATTORNEY FEES AND COSTS	0	\$0.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	3	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	1	0
F.5. REMOVALS RESCINDED	2	1
F.5.a. REINSTATEMENT	1	0
F.5.b. VOLUNTARY RESIGNATION	1	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	1
F.9.a. RESCINDED	0	1
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	1
F.11. LEAVE RESTORED	1	0
F.12.	0	0
F.13.	0	0
F.14.	0	0

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2014

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	57	20862			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0	0	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	10	464	46.4	81	
A.2. COMPLAINTS PENDING IN INVESTIGATION	15	1830	122	164	
A.3. COMPLAINTS PENDING IN HEARINGS	26	16149	621.12	1001	551-2012-00163X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	6	2419	403.17	1077	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	19	3896	205.05
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	19	3896	205.05
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	9	1248	138.67
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	8	1777	222.13
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	1	198	198.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	7	1579	225.57
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	2	871	435.50
A.4. CONTRACTOR INVESTIGATION COSTS	\$52,115.00		\$2,742.89

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2014

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS		COUNSELING	INDIVIDUALS	
B.1. ADR OFFERED BY AGENCY		68	66	
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)		51	50	
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		17	16	
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		11	11	
C.1. INHOUSE		1	1	
C.2. ANOTHER FEDERAL AGENCY		1	1	
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)		9	9	
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0	
C.5. FEDERAL EXECUTIVE BOARD		0	0	
C.6.		0	0	
C.7.		0	0	
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		11	11	542
D.1. MEDIATION		11	11	49.27
D.2. SETTLEMENT CONFERENCES		0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0.00
D.4. FACTFINDING		0	0	0.00
D.5. FACILITATION		0	0	0.00
D.6. OMBUDSMAN		0	0	0.00
D.7. PEER REVIEW		0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0.00
D.9.		0	0	0.00
D.10.		0	0	0.00
D.11.		0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS		COUNSELING	INDIVIDUALS	DAYS
E.1. TOTAL CLOSED		17	16	757
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		7	7	417
E.1.b. NO FORMAL COMPLAINT FILED		4	4	152
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION		4	4	150
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)		2	2	38
E.1.c.iii. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		0	0	0.00

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2014

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY		20	19		
B.2. REJECTED BY COMPLAINANT		18	17		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		2	2		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		2	2		
C.1. INHOUSE		0	0		
C.2. ANOTHER FEDERAL AGENCY		0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		2	2		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		2	2	57	28.50
D.1. MEDIATION		2	2	57	28.50
D.2. SETTLEMENT CONFERENCES		0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		0	0	0	0.00
D.6. OMBUDSMAN		0	0	0	0.00
D.7. MINI-TRIALS		0	0	0	0.00
D.8. PEER REVIEW		0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.10.		0	0	0	0.00
D.11.		0	0	0	0.00
D.12.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		2	2	57	28.50
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		1	1	14	14.00
E.1.b. WITHDRAWAL FROM EEO PROCESS		0	0	0	0.00
E.1.c. NO RESOLUTION		1	1	43	43.00
E.1.d. NO ADR ATTEMPT		0	0	0	0.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		0	0	\$0.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY		0	0	\$0.00	
F.1.c. LUMP SUM		0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS		0	0	\$0.00	
F.1.e.		0	0	\$0.00	
F.1.f.		0	0	\$0.00	
F.1.g.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		1	1		
F.2.a. HIRES		0	0		
F.2.a.i. RETROACTIVE		0	0		
F.2.a.ii. NON-RETROACTIVE		0	0		
F.2.b. PROMOTIONS		0	0		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		0	0		
F.2.c. EXPUNGEMENTS		0	0		
F.2.d. REASSIGNMENTS		0	0		
F.2.e. REMOVALS RESCINDED		1	1		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		1	1		
F.2.f. ACCOMMODATIONS		0	0		
F.2.g. TRAINING		0	0		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		1	1		
F.2.i.i. RESCINDED		1	1		
F.2.i.ii. MODIFIED		0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED		1	1		
F.2.k. LEAVE RESTORED		0	0		
F.2.l.		0	0		
F.2.m.		0	0		

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2014

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED

B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR

\$215

C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)

1

C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)

0

C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)

0

C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)

1

C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)

0

AMOUNT

D. EEO ADR FUNDING SPENT

\$244.48

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER

Matthew Costello

E.2. TITLE

Acting Director, Office of CADR

E.3. TELEPHONE NUMBER

703-235-3791

E.4. EMAIL

matthew_costello@ios.doi.gov

F. EEO ADR PROGRAM INFORMATION

F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?

YES

NO

X

F.1a. If yes, is there a written policy requiring the participation?

X

F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?

X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2013 through September 30, 2014 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:

brian.sutherland

TITLE OF CERTIFYING OFFICIAL:

Manager (Acting)

TELEPHONE NUMBER:

(303) 445-3680

E-MAIL:

bsutherland@usbr.gov

SIGNATURE OF CERTIFYING OFFICIAL:
(Enter PIN to serve as your electronic signature)

DATE:

18-11-2014

NAME OF PREPARER:

Lorraine Bobian

TITLE OF PREPARER:

EEO Complaints Manager

TELEPHONE NUMBER:

(303) 445-2673

E-MAIL:

lbobian@usbr.gov

DATE:

18-11-2014

The FY 2014 Form 462 report must be "Accepted" or "Finalized" by EEOC by October 31, 2014 to be considered timely.