

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

Bureau of Indian Affairs:BIA (Includes Sub-Level Offices)

For 3rd Quarter 2025 for period ending June 30, 2025

Notes:

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Number of Complaints Filed	15	24	16	12	32	19
Number of Complainants	15	24	16	12	28	18
Repeat Filers	0	0	0	0	4	1

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Race	3	9	4	3	8	6
Color	0	3	1	3	6	3
Religion	0	2	0	0	1	0
Reprisal	9	20	7	4	17	5
Sex	1	6	3	4	13	4
PDA	1	0	0	0	0	0
National Origin	0	6	1	0	3	2
Equal Pay Act	0	0	0	0	0	1
Age	5	7	2	5	8	5
Disability	2	8	3	1	11	9
Genetics	0	0	0	0	0	0
Non-EEO	0	1	1	0	0	0

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Appointment/Hire	1	3	4	0	0	2
Assignment of Duties*	2	3	2	0	0	0
Awards	1	1	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	2	0	0	0	0	0
Disciplinary Action: Suspension	1	0	0	0	1	0
Disciplinary Action: Removal	0	1	0	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	1	1	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	1	0	0	0
Perf. Eval./ Appraisal	1	3	1	1	0	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	4	15	7	4	19	8
Harassment: Sexual	1	0	0	0	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	0	0	1	1
Promotion/Non-Selection	0	3	0	0	3	2
Reassignment: Denied/Directed	0	0	0	0	0	0
Reassignment: Directed	1	1	0	0	0	0
Reasonable Accommodation Disability	1	2	0	0	4	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	4	2	0	1	1
Terms/Conditions of Employment*	2	5	2	0	0	0
Time and Attendance	1	0	0	0	1	1
Training	0	2	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	6	8	2

Part 4 Processing Time (Complaints Pending During FY)

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Average days in Investigation for all cases pending during FY	175.92	318.67	260.85	211.45	236.83	265.90
Average days in Final Action for all cases pending during FY	90.45	113.76	32.07	66.8	11.5	32.75
Average days in Investigation with Hearing	168.55	314.3	215.26	177.5	268	266.36
Average days in Final Action with Hearing	21.29	92.71	0.14	15.63	0	3.17
Average Days in Investigation without Hearing	182.92	337.57	243.63	230.86	219.1	264.83
Average Days in Final Action without Hearing	211.5	125.4	64	271.5	46	218.00

Part 5 Complaints Dismissed or Withdrawn

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Total Complaints Dismissed by Agency	2	1	2	0	1	0
Average Days Pending Prior to Dismissal	266.5	146	60.5	0	992	0.00
Total Complaints Withdrawn by Complainants	0	1	1	0	2	4

Part 6 Total Final Agency Actions Finding Discrimination

[illegible]

Part 7 Finding of Discrimination by Basis

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 06-30)	FY 2025 % (thru 06-30)
Total Number Findings	0		2		0		1		0		0	
Race	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 06- 30)	FY 2025 % (thru 06- 30)
Findings After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 06- 30)	FY 2025 % (thru 06- 30)
Finding Without Hearing	0		2		0		1		0		0	
Race	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 8 Finding of Discrimination by Issue

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Part 8 Finding of Discrimination by Issue (with Hearing)
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Part 8 Finding of Discrimination by Issue (without Hearing)

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Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Total complaints from previous Fiscal Years	29	17	16	14	17	32
Total Complainants	29	17	16	13	16	27
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	22	16	13	8	6	15
Complaints Pending Final Agency Action	7	1	3	7	13	15
Complaints Pending Appeal with EEOC Office of Federal Operations	5	9	4	3	5	1

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Pending Complaints Where Investigations Exceed Required Time Frames	0	3	0	1	0	0