

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

Bureau of Land Management:BLM (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	44	47	39	53	47	38
Number of Complainants	39	43	34	52	46	36
Repeat Filers	5	4	5	1	1	2

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Race	10	13	7	12	10	10
Color	5	3	3	5	5	3
Religion	1	1	8	1	2	2
Reprisal	19	26	23	28	21	28
Sex	19	26	17	25	20	15
PDA	1	1	0	0	0	1
National Origin	2	7	5	5	4	3
Equal Pay Act	0	2	1	1	0	0
Age	17	20	11	22	15	6
Disability	18	20	16	30	23	22
Genetics	0	0	2	2	0	0
Non-EEO	1	2	0	1	0	0

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Appointment/Hire	8	10	3	5	4	0
Assignment of Duties*	0	0	0	0	0	0
Awards	1	2	2	1	1	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**	0	0	0	0	0	0
Disciplinary Action: Suspension	4	3	2	3	0	4
Disciplinary Action: Removal	3	1	1	0	0	4
Disciplinary Action: Other Disciplinary Actions**	2	9	7	2	2	4
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	6	8	4	9	4	4
Examination/Test	0	1	0	1	0	0
Harassment: Non-Sexual	21	32	28	35	20	20
Harassment: Sexual	2	2	0	1	2	0
Medical Examination	0	0	1	2	0	0
Pay including overtime	0	5	2	3	3	0
Promotion/Non-Selection	4	8	4	3	9	4
Reassignment: Denied/Directed	4	1	2	3	0	5
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	9	8	7	11	5	4
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	3	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	3	4	1	0	1
Termination	8	4	9	3	2	3
Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	4	3	3	3	1	1
Training	4	1	3	3	0	0
Other Terms/Conditions of Employment*	12	12	14	18	15	11

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	176.4	193.21	176.7	151.37	206.11	228.38
Average days in Final Action for all cases pending during FY	132	93.69	50.88	78.17	54.5	20.33
Average days in Investigation with Hearing	203.1	187.16	201.32	134.08	202.4	205.43
Average days in Final Action with Hearing	91	23.17	40.43	24.14	16.33	20.33
Average Days in Investigation without Hearing	155.57	174.24	140.17	164.59	200.55	269.44
Average Days in Final Action without Hearing	185.8	127.35	61.57	132.67	77.4	0.00

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	0	1	3	1	0	2
Average Days Pending Prior to Dismissal	0	148	37.67	88	0	155.00
Total Complaints Withdrawn by Complainants	4	4	5	0	3	8

Part 6 Total Final Agency Actions Finding Discrimination

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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	3		4		1		0		0		0	
Race	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	33.33	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	1	33.33	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	2	66.67	2	50.00	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	1	33.33	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	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	2	66.67	1	25.00	1	100.00	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	2		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	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	50.00	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	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	2	100.00	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	1		4		1		0		0		0	
Race	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	100.00	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	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	100.00	2	50.00	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	1	100.00	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	1	25.00	1	100.00	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

	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	3		4		1		0		0		0	
Appointment/Hire	0	0	1	25	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	1	25	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	1	33	1	25	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	25	1	100	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	1	25	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	1	33	1	25	0	0	0	0	0	0	0	0

Part 8 Finding of Discrimination by Issue (with Hearing)

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Part 8 Finding of Discrimination by Issue (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)
Findings Without Hearing	1		4		1		0		0		0	
Appointment/Hire	0	0	1	25	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	1	25	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	1	25	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	25	1	100	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	1	25	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	1	25	0	0	0	0	0	0	0	0

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	54	32	26	22	41	55
Total Complainants	49	27	23	19	39	51
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	1	0	0	0	0	0
Complaints Pending in Hearing	50	27	17	7	11	22
Complaints Pending Final Agency Action	2	2	8	11	26	32
Complaints Pending Appeal with EEOC Office of Federal Operations	9	10	11	10	6	6

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	1	0	0	0	1