



## Department of Energy

Bonneville Power Administration  
P.O. Box 3621  
Portland, Oregon 97208-3621

FREEDOM OF INFORMATION ACT/PRIVACY PROGRAM

July 9, 2021

In reply refer to: FOIA #BPA-2021-00841-F

Michael Braden

(b) (6)

Dear Mr. Braden,

This communication is a final response to your request for Bonneville Power Administration (BPA) records made under the Freedom of Information Act, 5 U.S.C. § 552 (FOIA). Your request was received on June 22, 2021, and assigned tracking number BPA-2021-00841-F. Please use that tracking number in any correspondence with the agency regarding your request.

### **Request**

“I would like to request information on EEO cases. All I would like to know is the number (quantity/year), reason (retaliation, harassment, etc.), department (JNPC, etc.). This information should be in the EEO office. I would also like information on terminated employees. All terminations with the same data requirements above. This information should be in the HR department. None of what I am requesting is PII, as I am only looking for the numbers for statistical purposes.”

### **Acknowledgement**

BPA has reviewed your request and has determined that it fulfills all of the criteria of a proper request under the FOIA and Department of Energy (DOE) regulations at Title 10, Code of Federal Regulations, Part 1004.

### **Response**

BPA searched for and gathered one page of responsive records from the Employee and Labor Relations office and two pages of responsive records from the Civil Rights and Equal Employment Opportunity office. Those three pages accompany this communication in full, with no redactions applied.

### **Fee**

No fees are associated with this request.

**Certification**

Pursuant to 10 C.F.R. § 1004.7(b)(2), I am the individual responsible for the records search and FOIA response described above.

**Appeal**

The adequacy of the search may be appealed within 90 calendar days from your receipt of this letter pursuant to 10 C.F.R. § 1004.8. Appeals should be addressed to:

Director, Office of Hearings and Appeals  
HG-1, L'Enfant Plaza  
U.S. Department of Energy  
1000 Independence Avenue, S.W.  
Washington, D.C. 20585-1615

The written appeal, including the envelope, must clearly indicate that a FOIA appeal is being made. You may also submit your appeal by e-mail to [OHA.filings@hq.doe.gov](mailto:OHA.filings@hq.doe.gov), including the phrase "Freedom of Information Appeal" in the subject line. (The Office of Hearings and Appeals prefers to receive appeals by email.) The appeal must contain all the elements required by 10 C.F.R. § 1004.8, including a copy of the determination letter. Thereafter, judicial review will be available to you in the Federal District Court either (1) in the district where you reside, (2) where you have your principal place of business, (3) where DOE's records are situated, or (4) in the District of Columbia.

Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows:

Office of Government Information Services  
National Archives and Records Administration  
8601 Adelphi Road-OGIS  
College Park, Maryland 20740-6001  
E-mail: [ogis@nara.gov](mailto:ogis@nara.gov)  
Phone: 202-741-5770  
Toll-free: 1-877-684-6448  
Fax: 202-741-5769

Questions about this communication or the status of your FOIA request may be directed to the agency's FOIA Public Liaison, Jason Taylor, at [jetaylor@bpa.gov](mailto:jetaylor@bpa.gov).

Sincerely,



Candice D. Palen, Freedom of Information/Privacy Act Officer  
[Responsive records accompany this communication.](#)

**FORMAL EEO COMPLAINTS FILED BY CALENDAR YEAR  
2011 - 2021  
BONNEVILLE POWER ADMINISTRATION  
OFFICE OF CIVIL RIGHTS AND EEO**

Calendar Year	Number of Formal Complaints Filed	Bases								ORG CODES
		Age	Color	Disability	National Origin	Race	Religion	Reprisal	Sex	
2011	14	4	1	2	1	2	1	6	4	NHQ (1), NHS (1), NHT (1), NS (1), NSFS (1), NSS (1), NWPP (1), SR (1), ST (1), TC (1), TECD (1), TF (1), TS (1), TSPP (1)
2012	13	6	4	5	3	6	0	6	7	KSB (1), KSC (1), NHI (1), NHT (2), NNT (1), NSSF (1), NWM (1), TC (1), TECD (1), TERP (1), TFBV (1), TFEV (1)
2013	16	2	0	8	1	1	0	12	6	JC (1), NH (1), NHI (1), NJND (2), NJSO (1), NSSF (1), TF (1), TFH (1), TFHE (3), TFHG (1), TFPD (1), TFVJ (1), TG (1)
2014	13	5	2	5	2	1	0	5	3	DNG (2), FBF (1), J (2), NHS (2), NSLT (1), NSSV (1), TFCE (1), TFDE (1), TFEL (1), TSRS (1)
2015	9	2	2	5	0	3	0	6	1	CNG (1), DKP (1), J (1), NSLT (1), PTKP (1), TEPO (1), TERR (1), TFS (1), TFWC (1)
2016	17	6	2	7	0	1	0	9	2	A (1), CB (1), CNG (1), FT (1), JBB (1), JNN (1), NHQ (1), NSLW (1), NWPS (1), TERR (2), TESM (1), TFBV (2), TFWC (1), TG (1), TOZ (1)
2017	13	4	1	4	1	2	0	8	7	JNN (2), JP (2), NSS (1), NSSM (2), NSTS (1), NWO(1), NWPP (1), PEJC (1), TFHE (2)
2018	11	4	1	6	0	3	0	8	4	DIT (1), JC (1), JP (2), NFO (2), TEP (1), TFEB (1), TFHE (2), TFVJ (1)
2019	5	3	0	4	0	2	0	3	2	FTOA (1), NFO (1), NHQ (1), TECM (1), TPP (1)
2020	10	5	2	4	1	3	0	3	4	NH (1), NHE (1), NHQ (1), NSSM (1), NWM (1), PTF (1), TEBW (1), TEPL (1), TFS (1), TTCT (1)
2021	2	0	0	1	0	0	0	2	1	EFW (1), TFSW (1)

*Note: Total Number of bases will not add up to the total number of cases filed due to Complainants filing multiple bases.*

**INFORMAL EEO COMPLAINTS FILED BY CALENDAR YEAR  
2011-2021  
BONNEVILLE POWER ADMINISTRATION  
OFFICE OF CIVIL RIGHTS AND EEO**

Calendar Year	Number of Informal Complaints Filed	Bases								No Bases Alleged	ORG CODES
		Age	Color	Disability	National Origin	Race	Religion	Reprisal	Sex		
2011	28	9	3	10	1	0	0	10	8	2	CGR; PT; N; TPMC; DKP; NSTS; TFWE; TSSP; NHQ; KSB; NWPP; NSSC; NT; TFHE; TFEQ; NJIO; NSSF; TFHT
2012	26	5	0	10	0	0	0	13	8	0	TTSE; TEP; NSTS; KSBV; BD; TFEV; TOV; KSB; TORW; CGP; TSSP; CSB; TFHE; NSSF; NHD; NJRH; NHT; KEWB
2013	21	2	0	4	0	0	0	1	1	0	NWPP; TOV; DNG; TFPC; TFHE (2); DNT; TFYJ; JND (2); CRGT; TG; PEK; TSB; TFPD; Applicants (4)
2014	20	8	2	6	2	3	0	8	1	0	NWPP; TOOS; NSTS; NSLT; CGP; NSSV; NHS; NSSC; JND (2); TSES; DNT; DNG; TOZ; TFCE; TFDE; NSL; DNG (2); AMPN
2015	13	2	3	6	0	4	0	8	2	0	DK; NSTS; PTKT; NSF; NWPP; NF; JND; TEPO (2); TERR; TEL; TORW; PTKP; TFWC (2)
2016	25	9	2	9	1	2	0	10	6	0	K; JNN; NHQ (2); TEL; TFBV (2); FT; TERR(2); NHD; JBB; TFAB; TS; TPC; NSS; NSSC; Former BPA employee
2017	15	5	1	7	1	3	0	8	7	0	JN; NSTS; NWPP; DKSL; NWPP; JNPC; JBC; CGR; NFO; TFBV; NSSC; PEJC; DIT; NWPO; JC
2018	12	3	1	6	0	3	0	8	4	0	TFLB; CGR; TOZ; NFO; TET; TEP; NSS; TPP; TFBV; TFD; TELP; DIT
2019	16	5	3	10	1	6	1	6	5	0	TET; TFOF; TPLE; CSB; CGP; TFSW; NHQ (2); PGAF; TFB; TPPC; NFO; PGPW; FTL; PGAF; TEEC
2020	12	4	1	4	1	2	0	3	6	0	CGR; NWPO; NHQ; TEZP; NSSS; TEP (2); TEBW; TF; PTK; CGI; Applicant
2021	3	0	0	2	0	0	0	2	1	0	TFW; TSE; ECF

*Note: Total Number of bases will not add up to the total number of cases filed due to Complainants filing multiple bases.*

Dept ID	ER Code Descr	Descr	Action Date
PEJC	Behavior: Conduct Unbecoming to a BPA Employee	Probationary Termination	6/10/2021
TFLF	Termination of Probationers for Unsat Conduct	Probationary Termination	4/23/2021
TFDF	Termination of Probationers for Unsat Conduct	Probationary Termination	2/17/2021
JCD	Termination of Probationers for Unsat Conduct	Probationary Termination	9/3/2020
TFDJ	Termination of Probationers for Unsat Perf	Probationary Termination	1/2/2020
TFOF	Termination of Probationers for Unsat Conduct	Probationary Termination	7/22/2019
TFZ	Performance Based Removal	Probationary Termination	7/10/2019
TFDF	Termination of Probationers for Unsat Perf	Probationary Termination	11/20/2018
CNG	Termination of Probationers for Unsat Conduct	Probationary Termination	11/6/2018
PEJ	Termination of Probationers for Unsat Perf	Probationary Termination	5/24/2018
TFZ	Termination of Probationers for Unsat Conduct	Probationary Termination	3/12/2018
CGF	Termination of Probationers for Unsat Conduct	Probationary Termination	10/19/2017
JP	Termination of Probationers for Unsat Conduct	Probationary Termination	8/1/2017
TFDC	Termination of Probationers for Unsat Perf	Probationary Termination	8/18/2017
PEJC	Termination of Probationers for Unsat Conduct	Probationary Termination	7/12/2017
TFZ	Termination of Probationers for Unsat Perf	Probationary Termination	6/23/2017
JBB	Termination of Probationers for Unsat Perf	Probationary Termination	5/11/2017
TFZ	Termination of Probationers for Unsat Perf	Probationary Termination	3/29/2017
TSSM	Termination of Probationers for Unsat Perf	Probationary Termination	12/15/2016
JBC	Termination of Probationers for Unsat Perf	Probationary Termination	7/29/2016
TERR	Termination of Probationers for Unsat Perf	Probationary Termination	7/22/2016
A	Behavior: Disruptive Behavior	Probationary Termination	7/1/2016
TFZ	Termination of Probationers for Unsat Perf	Probationary Termination	6/9/2016
TSSM	Termination of Probationers for Unsat Perf	Probationary Termination	3/11/2016
FTC	Termination of Probationers for Unsat Perf	Probationary Termination	12/28/2015
TFZ	Termination of Probationers for Unsat Perf	Probationary Termination	11/18/2015
TFZ	Termination of Probationers for Unsat Perf	Probationary Termination	11/17/2015
TFLF	Termination of Probationers for Unsat Perf	Probationary Termination	11/17/2015
TFWK	Termination of Probationers for Unsat Perf	Probationary Termination	9/8/2015
TFHE	Termination during Probationary Periods	Probationary Termination	7/13/2015
NNP	Termination of Probationers for Unsat Perf	Probationary Termination	6/18/2015
NNT	Termination of Probationers for Unsat Perf	Probationary Termination	3/26/2015
TFRC	Termination of Probationers for Unsat Perf	Probationary Termination	3/25/2015
TFRC	Leave: Failure to Follow Leave	Probationary Termination	3/25/2015
TFRC	Termination during Probationary Periods	Probationary Termination	3/25/2015
TFHE	Termination of Probationers for Unsat Perf	Probationary Termination	6/12/2013
TFZ	Termination of Probationers for Unsat Perf	Probationary Termination	5/22/2013
NJND	Termination of Probationers for Unsat Perf	Probationary Termination	4/12/2013
TFCE	Termination of Probationers for Unsat Perf	Probationary Termination	11/1/2012
TFNB	Termination during Probationary Periods	Probationary Termination	5/31/2012
NJNN	Termination during Probationary Periods	Probationary Termination	5/25/2012
NHQ	Termination during Probationary Periods	Probationary Termination	2/14/2012
DKPM	Termination during Probationary Periods	Probationary Termination	11/29/2011
TC	Termination during Probationary Periods	Probationary Termination	11/4/2011
KSC	Termination during Probationary Periods	Probationary Termination	7/26/2011
TERS	Termination during Probationary Periods	Probationary Termination	7/14/2011