

COMPONENT: Federal Bureau of Prisons (BOP)

EEO COMPLAINT DATA	1st Quarter FY 2018	2nd Quarter FY2018	3rd Quarter FY 2018	4th Quarter FY 2018	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter:	1490	1508	1529	1606	1606
B. Filed during the quarter:	105	111	148	115	479
C. Pending, at any time, during the quarter:	1595	1619	1677	1721	1721
II. Number of Filers	1st Quarter FY 2018	2nd Quarter FY 2018	3rd Quarter FY 2018	4th Quarter FY 2018	Year to Date Total
A. Who had a complaint pending at the start of the quarter:	1490	1508	1529	1606	1606
B. Who filed a complaint during this quarter:	105	111	148	115	479
C. Who had a complaint pending at any time during this quarter:	1595	1619	1677	1721	1721
D. Who filed two or more complaints during this quarter:	0	0	1	0	1
III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2018	2nd Quarter FY 2018	3rd Quarter FY 2018	4th Quarter FY 2018	Year to Date Total
A. Complaints filed during the quarter broken down by basis					
1. Race:	35	38	66	52	191
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	1	0	0	2	3
c. Black:	22	13	45	31	111
d. White:	8	20	10	13	51
e. Two or More Races	4	5	11	6	26
2. Color:	20	18	23	23	84
3. Sex:	41	51	70	47	209

a. Male:	15	15	23	21	74
b. Female:	26	36	47	26	135
c. LGBT:	0	2	1	0	3
4. Age:	24	16	25	22	87
5. Religion:	4	4	6	6	20
6. Reprisal:	54	52	74	64	244
7. Pregnancy (PDA):	2	0	4	1	7
8. National Origin:	10	8	18	18	54
a. Hispanic:	7	4	12	13	36
b. Other:	3	4	6	5	18
9. Equal Pay Act:	0	0	0	1	1
a. Male:	0	0	0	0	0
b. Female:	0	0	0	1	1
10. Disability:	27	31	31	36	125
11. Genetics:	0	2	1	1	4
12. Non-EEO Basis:	7	12	14	8	41
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	1	2	4	4	11
2. Assignment of Duties:	14	19	18	14	65
3. Awards:	1	4	2	6	13
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	6	4	2	9	21
a. Demotion:	0	0	0	2	2
b. Reprimand:	2	2	2	0	6
c. Suspension:	2	1	0	3	6
d. Removal:	2	0	0	0	2

e. Disciplinary Warning:	0	1	0	4	5
6. Duty Hours:	7	5	9	6	27
7. Perf. Eval./ Appraisal:	7	12	9	21	49
8. Examination/Test:	0	0	0	0	0
9. Harassment:	54	67	81	56	258
a. Non-sexual:	45	53	67	51	216
b. Sexual:	9	14	14	5	42
10. Medical Examination:	0	1	1	0	1
11. Pay Including Overtime:	4	0	3	4	11
12. Promotion/Non-Selection:	8	9	28	13	58
13. Reassignment:	1	2	3	3	9
a. Denied:	0	0	0	1	1
b. Directed:	1	2	3	2	8
14. Reasonable Accommodation Disability:	8	9	6	10	33
15. Reinstatement:	0	0	0	0	0
16. Religious Accommodation:	0	0	1	1	2
17. Retirement:	0	0	0	0	0
18. Sex-Stereotyping:	0	0	0	0	0
19. Telework:	0	0	0	1	1
20. Termination:	3	4	2	4	13
21: Terms/Conditions of Employment:	14	10	25	25	74
22. Time and Attendance:	6	6	10	5	27
23. Training:	2	1	2	3	8
24. Other:	0	0	0	0	0
IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2018	2nd Quarter FY 2018	3rd Quarter FY 2018	4th Quarter FY 2018	Year to Date Total
A. Average number of days for Investigation:	257	258	203	235	238

B. Average number of days for Final Agency Decision: (Hearing)	1201	1218	1253	1050	1181
C. Average number of days for Final Agency Action (FADS only)	600	608	550	755	628
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	1	0	3	1	5
E. Average number of days complaints were pending at the time of dismissal.	49	0	106	82	59
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2018 # / %	2nd Quarter FY 2018 # / %	3rd Quarter FY 2018 # / %	4th Quarter FY 2018 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter.	3	1	0	0	4
B. Decisions finding discrimination without a hearing:	0	0	0	1	1
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:	0	0	0	0	0
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	0	0	0	0	0
d. White:	0	0	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	0	0	0	1	1
a. Male:	0	0	0	0	0
b. Female:	0	0	0	1	1
4. Pregnancy (PDA):	0	0	0	0	0
5. Age:	0	0	0	0	0
6. Religion:	0	0	0	0	0
7. Reprisal:	0	0	0	1	1

8. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
9. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
10. Disability:	0	0	0	0	0
11. Genetics:	0	0	0	0	0
12. Non-EEO Basis:	0	0	0	0	0
D. Decisions finding discrimination without a hearing broken down by issue					
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	0	0	0	0	0
3. Awards:	0	0	0	0	0
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	0	0	0	0	0
a. Demotion:	0	0	0	0	0
b. Reprimand:	0	0	0	0	0
c. Suspension:	0	0	0	0	0
d. Removal:	0	0	0	0	0
e. Other:	0	0	0	0	0
6. Duty Hours:	0	0	0	0	0
7. Perf. Eval./ Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	0	0	1	1
a. Non-sexual:	0	0	0	1	1
b. Sexual:	0	0	0	0	0
10. Medical Examination:	0	0	0	0	0

11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	0	0	0	0	0
13. Reassignment:	0	0	0	0	0
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	0	0
14. Reasonable Accommodation Disability:	0	0	0	0	0
15. Reinstatement:	0	0	0	0	0
16. Religious Accommodation:	0	0	0	0	0
17. Retirement:	0	0	0	0	0
18. Sex-Stereotyping:	0	0	0	0	0
19. Telework:	0	0	0	0	0
20. Termination:	0	0	0	0	0
21. Terms/Conditions of Employment:	0	0	0	0	0
22. Time and Attendance:	0	0	0	0	0
23. Training:	0	0	0	0	0
24. Other:	0	0	0	0	0
E. Decisions involving discrimination after a hearing:	3	1	0	0	4
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	0	1	0	0	1
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	0	0	0	0	0
d. White:	0	1	0	0	1
2. Color:	0	1	0	0	1
3. Sex:	3	0	0	0	3
a. Male:	0	0	0	0	0

b. Female:	3	0	0	0	3
4. Age:	0	1	0	0	1
5. Religion:	0	0	0	0	0
6. Reprisal:	1	0	0	0	1
7. Pregnancy (PDA):	0	0	0	0	0
8. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
9. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
10. Disability:	0	0	0	0	0
11. Genetics:	0	0	0	0	0
12. Non-EEO Basis:	0	0	0	0	0
G. Decisions involving discrimination after a hearing broken down by issue					
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	1	1	0	0	2
3. Awards:	0	0	0	0	0
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	1	0	0	0	1
a. Demotion:	0	0	0	0	0
b. Reprimand:	1	0	0	0	1
c. Suspension:	0	0	0	0	0
d. Removal:	0	0	0	0	0
e. Disciplinary Warning	0	0	0	0	0
6. Duty Hours:	0	0	0	0	0
7. Perf. Eval./ Appraisal:	0	0	0	0	0

8. Examination/Test:	0	0	0	0	0
9. Harassment:	2	0	0	0	2
a. Non-sexual:	2	0	0	0	2
b. Sexual:	0	0	0	0	0
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	0	0	0	0	0
13. Reassignment:	0	0	0	0	0
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	0	0
14. Reasonable Accommodation Disability:	0	0	0	0	0
15. Religious Accommodation:	0	0	0	0	0
16. Reinstatement:	0	0	0	0	0
17. Sex-Stereotyping:	0	0	0	0	0
18. Retirement:	0	0	0	0	0
19. Telework:	0	0	0	0	0
20. Termination:	0	0	0	0	0
21. Terms/Conditions of Employment:	2	0	0	0	2
22. Time and Attendance:	0	0	0	0	0
23. Training:	0	0	0	0	0
24. Other:	0	0	0	0	0
VI. Status of all pending complaints	1st Quarter FY 2018	2nd Quarter FY 2018	3rd Quarter FY 2018	4th Quarter FY 2018	Year to Date Total
A. Number of complaints pending investigation:	98	105	116	116	116
B. Number of complaints pending hearing:	78	80	73	66	66
C. Number of complaints pending final agency action:	37	44	44	23	23

D. Number of complaints pending decision on appeal:	11	13	14	10	10
VII. Complaints not timely investigated	1st Quarter FY 2018	2nd Quarter FY 2018	3rd Quarter FY 2018	4th Quarter FY 2018	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	40	69	50	23	182