

**COMPONENT: Federal Bureau of Prisons 2014 No Fear Report 4<sup>th</sup> Quarter**

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2014</b>	<b>2<sup>nd</sup> Quarter FY2014</b>	<b>3<sup>rd</sup> Quarter FY 2014</b>	<b>4th Quarter FY 2014</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter	645	679	707	733	733
B. Filed during the quarter	108	104	105	136	453
C. Pending, at any time, during the quarter	753	783	812	869	869
<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2014</b>	<b>2<sup>nd</sup> Quarter FY 2014</b>	<b>3rd Quarter FY 2014</b>	<b>4th Quarter FY 2014</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter	645	679	707	733	733
B. Who filed a complaint during this quarter	108	104	105	135	452
C. Who had a complaint pending at any time during this quarter	753	783	812	868	868
D. Who filed two or more complaints during this quarter	0	0	0	1	1
<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2014</b>	<b>2nd Quarter FY 2014</b>	<b>3rd Quarter FY 2014</b>	<b>4th Quarter FY 2014</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis:					
1. Race:	44	45	48	78	215
a. American Indian/Alaskan Native:	0	1	1	1	4
b. American Asian/Pacific Islander:	2	0	1	2	5
c. Black:	28	29	27	35	119
d. White:	14	15	19	19	67
2. Color:	22	24	30	21	97

3. Sex:	45	40	51	49	185
a. Male:	14	13	18	19	64
b. Female:	31	27	33	30	121
4. Age:	29	22	22	29	102
5. Religion:	7	3	3	4	17
6. Reprisal:	51	53	50	66	220
7. National Origin:	16	9	15	0	40
a. Hispanic:	7	6	12	7	32
b. Other:	9	3	3	7	22
8. Equal Pay Act	2	0	0	0	2
a. Male:	2	0	0	0	2
b. Female	0	0	0	2	2
9. Disability:	14	19	25	32	90
10. Non-EEO Basis	10	3	4	10	27
<b>B. Complaints filed during the quarter broken down by issue:</b>					
1. Appointment/Hire:	4	1	1	1	7
2. Assignment of Duties	12	16	13	13	54
3. Awards:	1	0	1	4	6
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	13	12	9	0	34
a. Demotion	0	1	1	0	2
b. Reprimand	4	3	1	0	8
c. Suspension	5	5	5	8	23
d. Removal	0	0	0	0	0
e. Other:	4	3	2	1	10
6. Duty Hours	2	1	5	2	10

7. Evaluation/Appraisal	6	6	10	17	39
8. Examination/Test:	0	0	0	1	1
9. Harassment:	39	44	48	58	189
a. Non-sexual:	32	35	38	50	155
b: Sexual	7	9	10	8	34
10. Medical Examination:	0	1	0	0	1
11. Pay Including Overtime:	1	4	4	4	13
12. Promotion/Non-Selection	26	25	21	23	95
13. Reassignment:	1	2	0	0	3
a. Denied:	1	1	1	0	3
b. Directed:	0	1	3	1	5
14. Reasonable Accommodation:	5	6	7	12	30
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	1	1
17. Termination:	6	5	0	5	16
18: Terms & Conditions of Employment:	10	11	10	16	47
19. Time & Attendance:	0	3	2	8	13
20. Training:	1	2	3	3	9
21. Other:	4	3	0	2	9
<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2014</b>	<b>2nd Quarter FY 2014</b>	<b>3rd Quarter FY 2014</b>	<b>4th Quarter FY 2014</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	192	298	292	230	253
B. Average number of days for Final Agency Decision:	159	467	767	449	470
C. Average number of days for Final Agency Action	159	467	767	449	470

D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	10	9	9	2	30
E. Average number of days complaints were pending at the time of dismissal	110	147	162	141	140
<b>V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.</b>	<b>1<sup>st</sup> Quarter FY 2014 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2014 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2014 # / %</b>	<b>4<sup>th</sup> Quarter FY 2014 # / %</b>	<b>Year to Date Total</b>
A. Total number of final agency actions (decisions) involving discrimination during the quarter	1	1	1	0	3
B. Decisions finding discrimination without a hearing:	0	1	0	0	1
C. Decisions finding discrimination without a hearing broken down by basis:					
1. Race:	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	1	0	0	1
a. Male:	0	0	0	0	0
b. Female:	0	1	0	0	1
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	0	0	0	0	0
7. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0

b. Other:	0	0	0	0	0
8. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
9. Disability:	0	0	0	0	0
10. 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:	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. Evaluation/Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	1	1	0	2
a. Non-sexual:	0	0	1	0	1
b. Sexual:	0	1	0	0	1
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	1	0	1
a. Denied:	0	0	1	0	1
b. Directed:	0	0	0	0	0
14. Reasonable Accommodation:	0	0	0	0	0
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	0	0
17. Termination:	0	0	0	0	0
18. Terms/Conditions of Employment:	0	0	0	0	0
19. Time and Attendance:	0	0	0	0	0
20. Training:	0	0	0	0	0
21. Other:	0	0	0	0	0
E. Decisions involving discrimination after a hearing:	1	0	0	0	1
F. Decisions involving discrimination after 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	0	0
a. Male:	0	0	0	0	0

b. Female:	0	0	0	0	0
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	1	0	1	0	2
7. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
8. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
9. Disability:	0	0	0	0	0
10. 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:	0	0	0	0	0
3. Awards:	0	0	0	0	0
4. Conversion to Full Time:	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. Evaluation/Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0

9 Harassment	0	0	0	0	0
a. Non-sexual:	0	0	0	0	0
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:	0	0	0	0	0
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	0	0
17. Termination:	0	0	0	0	0
18. Terms/Conditions of Employment:	0	0	0	0	0
19. Time and Attendance:	1	0	0	0	1
20. Training:	0	0	0	0	0
21. Other:	0	0	0	0	0
<b>VI. Status of all pending complaints</b>	<b>1<sup>st</sup> Quarter FY 2014</b>	<b>2nd Quarter FY 2014</b>	<b>3<sup>rd</sup> Quarter FY 2014</b>	<b>4<sup>th</sup> Quarter FY 2014</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	72	95	141	45	353
B. Number of complaints pending hearing:	40	56	66	53	215
C. Number of complaints pending final agency action:	68	32	54	35	189
D. Number of complaints pending decision on appeal:	8	13	14	20	55



<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2014</b>	<b>2<sup>nd</sup> Quarter FY 2014</b>	<b>3<sup>rd</sup> Quarter FY 2014</b>	<b>4<sup>th</sup> Quarter FY 2014</b>	<b>Year to Date Total</b>
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	43	67	40	72	222