

**COMPONENT: Federal Bureau of Prisons FY 2015 No Fear Report (Fourth Quarter)**

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2<sup>nd</sup> Quarter FY2015</b>	<b>3<sup>rd</sup> Quarter FY 2015</b>	<b>4th Quarter FY 2015</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter	872	846	863	933	933
B. Filed during the quarter	117	97	130	101	445
C. Pending, at any time, during the quarter	929	943	993	1034	1034
<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2<sup>nd</sup> Quarter FY 2015</b>	<b>3rd Quarter FY 2015</b>	<b>4th Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter	872	846	863	933	993
B. Who filed a complaint during this quarter	117	97	130	101	445
C. Who had a complaint pending at any time during this quarter	929	943	993	1034	1034
D. Who filed two or more complaints during this quarter	0	0	0	0	0
<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2nd Quarter FY 2015</b>	<b>3rd Quarter FY 2015</b>	<b>4th Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis:					
1. Race:	50	32	63	27	172
a. American Indian/Alaskan Native:	0	1	2	0	3
b. American Asian/Pacific Islander:	6	2	3	2	13
c. Black:	29	19	38	15	101
d. White:	15	10	20	10	55
2. Color:	23	10	28	15	76

3. Sex:	55	38	62	45	200
a. Male:	21	12	19	14	66
b. Female:	34	26	43	31	134
4. Age:	25	23	37	108	85
5. Religion:	2	3	5	4	14
6. Reprisal:	57	54	68	65	244
7. National Origin:	15	15	22	11	63
a. Hispanic:	5	10	13	3	31
b. Other:	10	5	9	8	32
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:	23	23	23	19	88
10. Non-EEO Basis	7	0	13	9	29
<b>B. Complaints filed during the quarter broken down by issue:</b>					
1. Appointment/Hire:	4	2	4	4	14
2. Assignment of Duties	12	11	12	11	46
3. Awards:	3	0	0	2	5
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	8	15	0	5	28
a. Demotion	0	0	1	0	1
b. Reprimand	3	1	3	0	7
c. Suspension	3	5	8	1	17
d. Removal	0	1	0	2	3
e. Other:	2	8	2	2	14
6. Duty Hours	3	1	7	3	14

7. Evaluation/Appraisal	11	8	12	14	45
8. Examination/Test:	1	0	0	0	1
9. Harassment:	47	43	51	38	179
a. Non-sexual:	40	39	45	33	157
b: Sexual	7	4	6	5	22
10. Medical Examination:	1	1	1	1	4
11. Pay Including Overtime:	0	3	5	6	14
12. Promotion/Non-Selection	24	18	36	19	97
13. Reassignment:	4	0	3	1	8
a. Denied:	1	0	0	0	1
b. Directed:	3	0	3	1	7
14. Reasonable Accommodation:	5	7	7	10	29
15. Reinstatement:	0	0	1	0	1
16. Retirement:	0	1	1	0	2
17. Termination:	1	0	2	0	3
18: Terms & Conditions of Employment:	10	6	11	16	43
19. Time & Attendance:	3	4	10	10	27
20. Training:	3	2	1	2	8
21. Other:	3	1	3	2	9
<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2nd Quarter FY 2015</b>	<b>3rd Quarter FY 2015</b>	<b>4th Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	216	250	216	204	221
B. Average number of days for Final Agency Decision:	211	236	563	735	436
C. Average number of days for Final Agency Action	211	236	563	735	436

D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	1	4	0	2	7
E. Average number of days complaints were pending at the time of dismissal	155	147	0	155	152
<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 2015 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2015 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2015 # / %</b>	<b>4<sup>th</sup> Quarter FY 2015 # / %</b>	<b>Year to Date Total</b>
A. Total number of final agency actions (decisions) involving discrimination during the quarter	1	0	0	2	3
B. Decisions finding discrimination without a hearing:	0	0	0	0	0
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	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:	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	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:	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	2	3
F. Decisions involving discrimination after a hearing broken down by basis:					
1. Race:	0	0	0	1	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	0	0	1	1
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. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	1	0	0	2	3
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	1	1
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	1	1

8. Examination/Test:	0	0	0	0	0
9. Harassment:	1	0	0	1	2
a. Non-sexual:	0	0	0	0	0
b. Sexual:	1	0	0	1	2
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	1	1
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	1	1
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	1	1
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
<b>VI. Status of all pending complaints</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2nd Quarter FY 2015</b>	<b>3<sup>rd</sup> Quarter FY 2015</b>	<b>4<sup>th</sup> Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	105	89	100	110	404
B. Number of complaints pending hearing:	69	75	68	67	211
C. Number of complaints pending final agency action:	69	26	60	49	206
D. Number of complaints pending decision on appeal:	12	8	2	0	22



<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2<sup>nd</sup> Quarter FY 2015</b>	<b>3<sup>rd</sup> Quarter FY 2015</b>	<b>4<sup>th</sup> Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	59	57	54	73	243