

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

Bureau of Prisons:BOP (Includes Sub-Level Offices)

For 1st Quarter 2026 for period ending December 31, 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 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Number of Complaints Filed	484	470	513	490	451	56
Number of Complainants	458	446	503	473	437	56
Repeat Filers	15	13	10	14	12	0

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	208	190	211	188	182	25
Color	119	98	132	116	112	11
Religion	0	36	30	19	25	3
Reprisal	287	261	291	255	263	34
Sex	241	209	237	224	211	34
PDA	16	9	14	13	9	1
National Origin	58	49	52	46	46	5
Equal Pay Act	2	0	8	1	2	0
Age	103	92	120	110	85	11
Disability	135	122	110	115	131	20
Genetics	6	5	4	3	3	1
Non-EEO	50	40	48	38	8	2

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	6	1	12	9	10	0
Assignment of Duties*	82	0	0	0	0	0
Awards	7	2	14	8	3	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	1	3	2	1	3	0
Disciplinary Action: Reprimand**	10	0	0	0	0	0
Disciplinary Action: Suspension	22	17	12	14	17	0
Disciplinary Action: Removal	11	4	6	5	14	5
Disciplinary Action: Other Disciplinary Actions**	0	14	13	16	19	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	13	0	0	0	0	0
Perf. Eval./ Appraisal	78	51	66	50	40	1
Examination/Test	3	2	3	3	2	0
Harassment: Non-Sexual	227	201	206	208	201	26
Harassment: Sexual	27	29	27	27	20	2
Medical Examination	6	1	12	3	3	0
Pay including overtime	15	11	13	11	15	2
Promotion/Non-Selection	112	95	109	92	52	1
Reassignment: Denied/Directed	1	25	23	27	15	0
Reassignment: Directed	22	0	0	0	0	0
Reasonable Accommodation Disability	40	38	34	28	38	6
Reinstatement*	2	0	0	0	0	0
Religious Accommodation	10	10	4	1	0	0
Retirement*	3	0	0	0	0	0
Sex-Stereotyping	3	1	1	1	1	0
Telework	0	0	5	0	2	0
Termination	14	9	10	4	12	6
Terms/Conditions of Employment*	72	0	0	0	0	0
Time and Attendance	64	49	28	32	26	2
Training	6	3	11	8	2	1
Other Terms/Conditions of Employment*	0	139	156	128	131	15

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Average days in Investigation for all cases pending during FY	160.62	152.48	195.15	202.73	219.53	225.77
Average days in Final Action for all cases pending during FY	239.45	240.63	306.72	413.01	35.61	35.33
Average days in Investigation with Hearing	189.36	171.85	195.13	213.96	223.08	230.08
Average days in Final Action with Hearing	99.34	58.11	71.3	117.06	36	35.33
Average Days in Investigation without Hearing	160.43	164.36	193.18	191.13	215.41	224.36
Average Days in Final Action without Hearing	428.69	518.18	628.39	794.78	21.5	0.00

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total Complaints Dismissed by Agency	14	11	6	8	15	0
Average Days Pending Prior to Dismissal	184.6	113.18	114.67	147.63	122.07	0.00
Total Complaints Withdrawn by Complainants	40	40	34	39	49	6

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12-31)	FY 2026 % (thru 12-31)
Total Number Findings	13		5		10		15		14		4	
Findings Without Hearing	2	15	1	20	3	30	7	47	4	29	1	25
Findings With Hearing	11	85	4	80	7	70	8	53	10	71	3	75

Part 7 Finding of Discrimination by Basis

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12- 31)	FY 2026 % (thru 12- 31)
Total Number Findings	16		5		10		15		14		4	
Race	3	18.75	2	40.00	1	10.00	3	20.00	5	35.71	2	50.00
Color	1	6.25	0	0.00	1	10.00	1	6.67	3	21.43	1	25.00
Religion	0	0.00	1	20.00	0	0.00	2	13.33	1	7.14	0	0.00
Reprisal	5	31.25	2	40.00	3	30.00	5	33.33	5	35.71	2	50.00
Sex	4	25.00	3	60.00	5	50.00	4	26.67	4	28.57	3	75.00
PDA	1	6.25	0	0.00	0	0.00	1	6.67	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	1	7.14	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	6.25	2	40.00	1	10.00	2	13.33	2	14.29	0	0.00
Disability	1	6.25	2	40.00	4	40.00	7	46.67	3	21.43	2	50.00
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	2	14.29	0	0.00

Part 8 Finding of Discrimination by Issue

	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 12-31)	FY 2026 % (thru 12-31)
Total Number Findings	13		4		9		15		13		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	8	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	1	7	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	1	8	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	2	15	0	0	0	0	1	7	0	0	1	25
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	2	15	1	25	3	33	0	0	1	8	1	25
Harassment: Non-Sexual	4	31	1	25	2	22	3	20	3	23	2	50
Medical Examination	0	0	0	0	2	22	0	0	0	0	0	0
Pay including overtime	0	0	0	0	1	11	0	0	0	0	1	25
Promotion/Non-Selection	4	31	1	25	0	0	2	13	3	23	1	25
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	1	8	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	15	1	25	2	22	2	13	1	8	1	25
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	1	25	0	0	2	13	1	8	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	0	0	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	2	15	0	0	0	0	0	0	0	0	0	0
Training	2	15	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	5	33	4	31	0	0

Part 8 Finding of Discrimination by Issue (with Hearing)

	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 12-31)	FY 2026 % (thru 12-31)
Findings After Hearing	11		3		6		8		9		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	9	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	1	9	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	1	11	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	2	18	0	0	0	0	1	13	0	0	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	3	50	0	0	1	11	1	33
Harassment: Non-Sexual	3	27	1	33	2	33	0	0	1	11	1	33
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	1	17	0	0	0	0	1	33
Promotion/Non-Selection	4	36	1	33	0	0	2	25	3	33	1	33
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	1	9	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	18	1	33	1	17	1	13	1	11	1	33
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	1	33	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	0	0	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	2	18	0	0	0	0	0	0	0	0	0	0
Training	1	9	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	4	50	3	33	0	0

Part 8 Finding of Discrimination by Issue (without Hearing)

	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 12-31)	FY 2026 % (thru 12-31)
Findings Without Hearing	2		1		3		7		4		1	
Appointment/Hire	0	0	0	0	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	1	14	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	2	100	1	100	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	1	50	0	0	0	0	3	43	2	50	1	100
Medical Examination	0	0	0	0	2	67	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	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	0	0	1	33	1	14	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	2	29	1	25	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	0	0	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	1	50	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	1	14	1	25	0	0

Part 9 Complaints Pending from Previous FY By Status

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total complaints from previous Fiscal Years	6385	1577	1666	1811	1920	2286
Total Complainants	5856	1465	1526	1664	1771	2066
Complaints Pending Investigation	55	27	31	21	24	213
ROI issued, pending Complainant's action	1	441	435	504	136	218
Complaints Pending in Hearing	824	894	944	668	768	842
Complaints Pending Final Agency Action	406	513	597	987	981	991
Complaints Pending Appeal with EEOC Office of Federal Operations	2	322	376	434	486	500

Part 10 Complaint Investigations

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	55	3	3	1	2	0