

**COMPONENT: Federal Bureau of Prisons (BOP)**

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2018</b>	<b>2<sup>nd</sup> Quarter FY2018</b>	<b>3<sup>rd</sup> Quarter FY 2018</b>	<b>4<sup>th</sup> Quarter FY 2018</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter:	1490	1509	1527	0	1527
B. Filed during the quarter:	106	109	147	0	362
C. Pending, at any time, during the quarter:	1596	1618	1674	0	1674
<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2018</b>	<b>2<sup>nd</sup> Quarter FY 2018</b>	<b>3<sup>rd</sup> Quarter FY 2018</b>	<b>4<sup>th</sup> Quarter FY 2018</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter:	1490	1509	1527	0	1527
B. Who filed a complaint during this quarter:	106	109	146	0	361
C. Who had a complaint pending at any time during this quarter:	1596	1618	1673	0	1673
D. Who filed two or more complaints during this quarter:	0	0	1	0	1
<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2018</b>	<b>2<sup>nd</sup> Quarter FY 2018</b>	<b>3<sup>rd</sup> Quarter FY 2018</b>	<b>4<sup>th</sup> Quarter FY 2018</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis					
1. Race:	35	38	66	0	139
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	1	0	0	0	1
c. Black:	22	13	45	0	80
d. White:	8	20	10	0	38
e. Two or More Races	4	5	11	0	20
2. Color:	20	18	23	0	61
3. Sex:	41	53	71	0	165
a. Male:	15	15	23	0	53

b. Female:	26	36	47	0	109
c. LGBT:	0	2	1	0	3
4. Age:	24	16	25	0	65
5. Religion:	4	4	6	0	14
6. Reprisal:	54	52	74	0	180
7. Pregnancy (PDA):	2	0	4	0	6
8. National Origin:	10	8	18	0	36
a. Hispanic:	7	4	12	0	23
b. Other:	3	4	6	0	13
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:	27	31	31	0	89
11. Genetics:	0	2	1	0	3
12. Non-EEO Basis:	7	12	14	0	33
<b>B. Complaints filed during the quarter     broken down by issue</b>					
1. Appointment/Hire:	1	2	4	0	7
2. Assignment of Duties:	14	19	18	0	51
3. Awards:	1	4	2	0	7
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	6	4	0	0	10
a. Demotion:	0	0	0	0	0
b. Reprimand:	2	2	2	0	6
c. Suspension:	2	1	0	0	3
d. Removal:	2	0	0	0	2
e. Disciplinary Warning:	0	1	0	0	1

6. Duty Hours:	7	5	9	0	21
7. Perf. Eval./ Appraisal:	7	12	9	0	28
8. Examination/Test:	0	0	0	0	0
9. Harassment:	54	67	81	0	202
a. Non-sexual:	45	53	67	0	165
b. Sexual:	9	14	14	0	37
10. Medical Examination:	0	1	1	0	1
11. Pay Including Overtime:	4	0	3	0	7
12. Promotion/Non-Selection:	8	9	28	0	45
13. Reassignment:	1	2	3	0	3
a. Denied:	0	0	0	0	0
b. Directed:	1	2	3	0	6
14. Reasonable Accommodation Disability:	8	9	6	0	23
15. Reinstatement:	0	0	0	0	0
16. Religious Accommodation:	0	0	1	0	1
17. Retirement:	0	0	0	0	0
18. Sex-Stereotyping:	0	0	0	0	0
19. Telework:	0	0	0	0	0
20. Termination:	3	4	2	0	9
21. Terms/Conditions of Employment:	14	10	25	0	49
22. Time and Attendance:	6	6	10	0	22
23. Training:	2	1	2	0	5
24. Other:	0	0	0	0	0
<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2018</b>	<b>2<sup>nd</sup> Quarter FY 2018</b>	<b>3<sup>rd</sup> Quarter FY 2018</b>	<b>4<sup>th</sup> Quarter FY 2018</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	257	258	203	0	239

B. Average number of days for Final Agency Decision: (Hearing)	1201	1218	1253	0	1224
C. Average number of days for Final Agency Action (FADS only)	600	608	550	0	586
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	1	0	3	0	4
E. Average number of days complaints were pending at the time of dismissal.	49	0	106	0	52
<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 2018 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2018 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2018 # / %</b>	<b>4<sup>th</sup> Quarter FY 2018 # / %</b>	<b>Year to Date Total</b>
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	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. 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	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
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	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 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
<b>VI. Status of all pending complaints</b>	<b>1<sup>st</sup> Quarter FY 2018</b>	<b>2<sup>nd</sup> Quarter FY 2018</b>	<b>3<sup>rd</sup> Quarter FY 2018</b>	<b>4<sup>th</sup> Quarter FY 2018</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	98	105	116	0	116
B. Number of complaints pending hearing:	78	80	73	0	73
C. Number of complaints pending final agency action:	37	44	44	0	44



D. Number of complaints pending decision on appeal:	11	13	14	0	14
<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2018</b>	<b>2<sup>nd</sup> Quarter FY 2018</b>	<b>3<sup>rd</sup> Quarter FY 2018</b>	<b>4<sup>th</sup> Quarter FY 2018</b>	<b>Year to Date Total</b>
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	40	69	50	0	159