

COMPONENT: 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	1509	0	0	1509
B. Filed during the quarter:	106	109	0	0	215
C. Pending, at any time, during the quarter:	1596	1618	0	0	1618
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	1509	0	0	1509
B. Who filed a complaint during this quarter:	106	109	0	0	215
C. Who had a complaint pending at any time during this quarter:	1596	1618	0	0	1618
D. Who filed two or more complaints during this quarter:	0	0	0	0	0
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	0	0	73
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	1	0	0	0	1
c. Black:	22	13	0	0	35
d. White:	8	20	0	0	28
e. Two or More Races	4	5	0	0	9
2. Color:	20	18	0	0	38
3. Sex:	41	55	0	0	96

a. Male:	15	15	0	0	30
b. Female:	26	36	0	0	62
c. LGBT:	0	2	0	0	2
4. Age:	24	16	0	0	40
5. Religion:	4	4	0	0	8
6. Reprisal:	54	52	0	0	106
7. Pregnancy (PDA):	2	0	0	0	2
8. National Origin:	10	8	0	0	18
a. Hispanic:	7	4	0	0	11
b. Other:	3	4	0	0	7
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	0	0	58
11. Genetics:	0	2	0	0	2
12. Non-EEO Basis:	7	12	0	0	19
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	1	2	0	0	3
2. Assignment of Duties:	14	19	0	0	33
3. Awards:	1	4	0	0	5
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	0	0	4
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	0	0	12
7. Perf. Eval./ Appraisal:	7	12	0	0	19
8. Examination/Test:	0	0	0	0	0
9. Harassment:	54	67	0	0	121
a. Non-sexual:	45	53	0	0	98
b. Sexual:	9	14	0	0	23
10. Medical Examination:	0	1	0	0	1
11. Pay Including Overtime:	4	0	0	0	4
12. Promotion/Non-Selection:	8	9	0	0	17
13. Reassignment:	1	2	0	0	3
a. Denied:	0	0	0	0	0
b. Directed:	1	2	0	0	3
14. Reasonable Accommodation Disability:	8	9	0	0	17
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:	3	4	0	0	7
21: Terms/Conditions of Employment:	14	10	0	0	24
22. Time and Attendance:	6	6	0	0	12
23. Training:	2	1	0	0	3
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	0	0	258

B. Average number of days for Final Agency Decision:	846	803	0	0	824
C. Average number of days for Final Agency Action	846	803	0	0	824
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	1	0	0	0	1
E. Average number of days complaints were pending at the time of dismissal.	49	0	0	0	49
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	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
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	0	0	105
B. Number of complaints pending hearing:	78	80	0	0	80
C. Number of complaints pending final agency action:	37	44	0	0	44

D. Number of complaints pending decision on appeal:	11	13	0	0	13
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	0	0	109