

COMPONENT: Federal Bureau of Prisons (BOP)

EEO COMPLAINT DATA	1st Quarter FY 2020	2nd Quarter FY2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter:	1626	1633	1647		1647
B. Filed during the quarter:	145	115	119		379
C. Pending, at any time, during the quarter:	1771	1748	1766		1766

II. Number of Filers	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
A. Who had a complaint pending at the start of the quarter:	1626	1633	1647		1647
B. Who filed a complaint during this quarter:	145	115	119		379
C. Who had a complaint pending at any time during this quarter:	1771	1748	1766		1766
D. Who filed two or more complaints during this quarter:	0	0	0		0

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
A. Complaints filed during the quarter broken down by basis					
1. Race:	68	51	47		166
a. American Indian/Alaskan Native:	2	0	0		2
b. American Asian/Pacific Islander:	6	0	0		6
c. Black:	38	34	24		96
d. White:	17	13	16		46
e. Two or More Races	5	4	7		16
2. Color	35	24	25		84

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
3. Sex:	68	59	55		182
a. Male:	28	26	12		66
b. Female:	39	32	41		112
c. LGBT:	1	1	2		4
4. Age:	29	26	20		75
5. Religion:	9	6	10		25
6. Reprisal:	81	57	71		209
7. Pregnancy (PDA):	3	1	1		5
8. National Origin:	14	18	15		47
a. Hispanic:	7	10	6		23
b. Other:	7	8	9		24
9. Equal Pay Act:	1	3	0		4
a. Male:	1	1	0		2
b. Female:	0	2	0		2
10. Disability:	41	43	44		128
11. Genetics:	0	0	2		2
12. Non-EEO Basis:	14	12	12		38
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	6	3	2		11
2. Assignment of Duties:	19	25	21		65
3. Awards:	3	3	1		7
4. Conversion to Full Time/Perm Status:	0	0	0		0
5. Disciplinary Action:	5	12	5		22
a. Demotion:	0	1	1		2
b. Reprimand:	1	4	0		5

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
c. Suspension:	1	4	1		6
d. Removal:	2	0	3		5
e. Disciplinary Warning	1	3	0		4
6. Duty Hours:	7	2	5		14
7. Perf. Eval./ Appraisal:	19	13	13		45
8. Examination/Test:	0	3	0		3
9. Harassment:	82	57	55		194
a. Non-sexual:	68	53	51		172
b. Sexual:	14	4	4		22
10. Medical Examination:	1	0	2		3
11. Pay Including Overtime:	2	3	5		10
12. Promotion/Non-Selection:	22	26	25		73
13. Reassignment:	6	6	3		15
a. Denied:	2	0	0		2
b. Directed:	4	6	3		13
14. Reasonable Accommodation Disability:	9	8	12		29
15. Reinstatement:	0	0	1		1
16. Religious Accommodation:	0	0	3		3
17. Retirement:	0	1	0		1
18. Sex-Stereotyping:	0	0	0		0
19. Telework:	0	2	0		2
20. Termination:	3	4	3		10
21: Terms/Conditions of Employment:	19	25	21		65
22. Time and Attendance:	13	20	16		49
23. Training:	2	3	1		6

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
24. Other:	0	0	0		0

IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
A. Average number of days for Investigation:	172	183	188		181
B. Average number of days for Final Agency Decision:	722	704	799		742
C. Average number of days for Final Agency Action	925	923	954		934
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	1	5	0		6
E. Average number of days complaints were Pending at the time of dismissal.	53	88	0		71

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter.	1	5	0		6
B. Decisions finding discrimination without a hearing:	0	4	1		5
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:	0	3	0		3
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	0	0	0		0
c. Black:	0	3	0		3

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
d. White:	0	0	0		0
e. Two or more Races	0	0	0		0
2. Color:	0	0	0		0
3. Sex:	0	4	0		4
a. Male:	0	0	0		0
b. Female:	0	4	0		4
4. Pregnancy (PDA):	0	0	0		0
5. Age:	0	0	0		0
6. Religion:	0	0	0		0
7. Reprisal:	0	2	0		2
8. National Origin:	0	0	0		0
a. Hispanic:	0	0	0		0
b. Other:	0	0	0		0
9. Equal Pay Act:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
10. Disability:	0	0	1		1
11. Genetics:	0	0	0		0
12. Non-EEO Basis:	0	0	0		0
D. Decisions finding discrimination without a hearing broken down by issue					
1. Appointment/Hire:	0	0	0		0
2. Assignment of Duties:	0	1	0		1
3. Awards:	0	0	0		0
4. Conversion to Full Time/Perm Status:	0	0	0		0

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
5. Disciplinary Action:	0	0	0		0
a. Demotion:	0	0	0		0
b. Reprimand:	0	0	0		0
c. Suspension:	0	0	0		0
d. Removal:	0	0	0		0
e. Other:	0	0	0		0
6. Duty Hours:	0	1	0		1
7. Perf. Eval./ Appraisal:	0	0	0		0
8. Examination/Test:	0	0	0		0
9. Harassment:	0	3	0		3
a. Non-sexual:	0	1	0		1
b. Sexual:	0	2	0		2
10. Medical Examination:	0	0	0		0
11. Pay Including Overtime:	0	0	0		0
12. Promotion/Non-Selection:	0	1	0		1
13. Reassignment:	0	0	0		0
a. Denied:	0	0	0		0
b. Directed:	0	0	0		0
14. Reasonable Accommodation Disability:	0	0	1		1
15. Reinstatement:	0	0	0		0
16. Religious Accommodation:	0	0	0		0
17. Retirement:	0	0	0		0
18. Sex-Stereotyping:	0	0	0		0
19. Telework:	0	0	0		0

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
20. Termination:	0	0	0		0
21. Terms/Conditions of Employment:	0	1	0		1
22. Time and Attendance:	0	0	0		0
23. Training:	0	0	0		0
24. Other:	0	0	0		0
E. Decisions involving discrimination after a hearing:	1	1	0		2
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	1	1	0		2
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	0	0	0		0
c. Black:	1	0	0		1
d. White:	0	0	0		0
e. Two or more Races	0	1	0		1
2. Color:	0	1	0		1
3. Sex:	1	1	0		2
a. Male:	0	0	0		0
b. Female:	1	1	0		2
4. Age:	0	0	0		0
5. Religion:	0	0	0		0
6. Reprisal:	1	1	0		2
7. Pregnancy (PDA):	0	0	0		0
8. National Origin:	0	0	0		0
a. Hispanic:	0	0	0		0
b. Other:	0	0	0		0

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
9. Equal Pay Act:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
10. Disability:	0	0	0		0
11. Genetics:	0	0	0		0
12. Non-EEO Basis:	0	0	0		0
G. Decisions involving discrimination after a hearing broken down by issue					
1. Appointment/Hire:	0	0	0		0
2. Assignment of Duties:	0	1	0		1
3. Awards:	0	0	0		0
4. Conversion to Full Time/Perm Status:	0	0	0		0
5. Disciplinary Action:	0	0	0		0
a. Demotion:	0	0	0		0
b. Reprimand:	0	0	0		0
c. Suspension:	0	0	0		0
d. Removal:	0	0	0		0
e. Other:	0	0	0		0
6. Duty Hours:	0	0	0		0
7. Perf. Eval./ Appraisal:	0	0	0		0
8. Examination/Test:	0	0	0		0
9. Harassment:	1	0	0		1
a. Non-sexual:	0	0	0		0
b. Sexual:	1	0	0		1
10. Medical Examination:	0	0	0		0

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
11. Pay Including Overtime:	0	0	0		0
12. Promotion/Non-Selection:	0	0	0		0
13. Reassignment:	0	0	0		0
a. Denied:	0	0	0		0
b. Directed:	0	0	0		0
14. Reasonable Accommodation Disability:	0	0	0		0
15. Religious Accommodation:	0	0	0		0
16. Reinstatement:	0	0	0		0
17. Sex-Stereotyping:	0	0	0		0
18. Retirement:	0	0	0		0
19. Telework:	0	0	0		0
20. Termination:	1	0	0		1
21. Terms/Conditions of Employment:	0	0	0		0
22. Time and Attendance:	0	0	0		0
23. Training:	0	0	0		0
24. Other:	0	0	0		0

VI. Status of all pending complaints	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
A. Number of complaints pending investigation:	127	224	174		174
B. Number of complaints pending hearing:	54	65	66		66
C. Number of complaints pending final agency action:	27	47	27		27
D. Number of complaints pending decision on appeal:	0	0	11		11

VII. Complaints not timely investigated	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	30	24	17		71