

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	1661	1661
B. Filed during the quarter:	147	117	123	122	509
C. Pending, at any time, during the quarter:	1773	1750	1770	1783	1783

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	1661	1661
B. Who filed a complaint during this quarter:	147	117	123	122	509
C. Who had a complaint pending at any time during this quarter:	1773	1750	1770	1783	1783
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 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	64	230
a. American Indian/Alaskan Native:	2	0	0	1	3
b. American Asian/Pacific Islander:	6	0	0	1	7
c. Black:	38	34	24	46	142
d. White:	17	13	16	12	58
e. Two or More Races	5	4	7	4	20
2. Color	35	24	25	43	127

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	59	241
a. Male:	28	26	12	26	92
b. Female:	39	32	41	33	145
c. LGBT:	1	1	2	0	4
4. Age:	29	26	20	40	115
5. Religion:	9	6	10	9	34
6. Reprisal:	81	57	71	73	282
7. Pregnancy (PDA):	3	1	1	3	8
8. National Origin:	14	18	15	16	63
a. Hispanic:	7	10	6	6	29
b. Other:	7	8	9	10	34
9. Equal Pay Act:	1	3	0	0	4
a. Male:	1	1	0	0	2
b. Female:	0	2	0	0	2
10. Disability:	41	43	44	39	167
11. Genetics:	0	0	2	0	2
12. Non-EEO Basis:	14	12	12	9	47
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	6	3	2	2	13
2. Assignment of Duties:	19	25	21	16	81
3. Awards:	3	3	1	3	10
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	5	12	5	13	35
a. Demotion:	0	1	1	0	2
b. Reprimand:	1	4	0	2	7

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	4	10
d. Removal:	2	0	3	2	7
e. Disciplinary Warning	1	3	0	5	9
6. Duty Hours:	7	2	5	3	17
7. Perf. Eval./ Appraisal:	19	13	13	21	66
8. Examination/Test:	0	3	0	0	3
9. Harassment:	82	57	55	63	257
a. Non-sexual:	68	53	51	58	230
b: Sexual:	14	4	4	5	27
10. Medical Examination:	1	0	2	4	7
11. Pay Including Overtime:	2	3	5	2	12
12. Promotion/Non-Selection:	22	26	25	34	107
13. Reassignment:	6	6	3	3	18
a. Denied:	2	0	0	0	2
b. Directed:	4	6	3	3	16
14. Reasonable Accommodation Disability:	9	8	12	10	39
15. Reinstatement:	0	0	1	0	1
16. Religious Accommodation:	0	0	3	3	6
17. Retirement:	0	1	0	0	1
18. Sex-Stereotyping:	0	0	0	0	0
19. Telework:	0	2	0	1	3
20. Termination:	3	4	3	5	15
21: Terms/Conditions of Employment:	19	25	21	15	80
22. Time and Attendance:	13	20	16	16	65
23. Training:	2	3	1	1	7

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	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	196	185
B. Average number of days for Final Agency Decision:	722	704	799	616	710
C. Average number of days for Final Agency Action	925	923	954	1165	992
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	1	5	0	5	11
E. Average number of days complaints were Pending at the time of dismissal.	53	88	0	110	84

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	0	6
B. Decisions finding discrimination without a hearing:	0	4	1	0	5
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:	0	3	0	0	3
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	0	3	0	0	3
d. White:	0	0	0	0	0
e. Two or more Races	0	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
2. Color:	0	0	0	0	0
3. Sex:	0	4	0	0	4
a. Male:	0	0	0	0	0
b. Female:	0	4	0	0	4
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	2	0	0	2
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	1	0	1
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	1	0	0	1
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

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
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	1	0	0	1
7. Perf. Eval./ Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	3	0	0	3
a. Non-sexual:	0	1	0	0	1
b. Sexual:	0	2	0	0	2
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	0	1	0	0	1
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	1	0	1
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	1	0	0	1

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
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:	1	1	0	0	2
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	1	1	0	0	2
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	1	0	0	0	1
d. White:	0	0	0	0	0
e. Two or more Races	0	1	0	0	1
2. Color:	0	1	0	0	1
3. Sex:	1	1	0	0	2
a. Male:	0	0	0	0	0
b. Female:	1	1	0	0	2
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	1	1	0	0	2
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

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
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:	0	1	0	0	1
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:	1	0	0	0	1
a. Non-sexual:	0	0	0	0	0
b. Sexual:	1	0	0	0	1
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

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
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:	1	0	0	0	1
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

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	210	210
B. Number of complaints pending hearing:	54	65	66	85	85
C. Number of complaints pending final agency action:	27	47	27	36	36
D. Number of complaints pending decision on appeal:	0	0	11	26	26

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	6	77