

COMPONENT: Bureau of Prisons (BOP)

EEO COMPLAINT DATA	1st Quarter FY 2022	2nd Quarter FY2022	3rd Quarter FY 2022	4th Quarter FY 2022	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter:	1865	1846	1916	1963	1963
B. Filed during the quarter:	92	135	123	116	466
C. Pending, at any time, during the quarter:	1956	1981	2039	2079	2079
II. Number of Filers	1st Quarter FY 2022	2nd Quarter FY 2022	3rd Quarter FY 2022	4th Quarter FY 2022	Year to Date Total
A. Who had a complaint pending at the start of the quarter:	1865	1846	1916	1963	1963
B. Who filed a complaint during this quarter:	92	135	123	116	466
C. Who had a complaint pending at any time during this quarter:	1956	1981	2039	2079	2079
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 2022	2nd Quarter FY 2022	3rd Quarter FY 2022	4th Quarter FY 2022	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	36	55	40	25	156
a. American Indian/Alaskan Native:	0	0	1	0	1
b. American Asian/Pacific Islander:	1	2	1	1	5
c. Black:	24	30	28	12	94
d. White:	9	15	4	10	38
e. Two or More Races	2	8	6	2	18
2. Color:	18	32	18	32	100
3. Sex:	45	61	48	46	200
a. Male:	13	22	9	17	61
b. Female:	32	36	38	27	133
c. LGBTQ	0	3	1	2	6

4. Age:	18	23	18	33	92
5. Religion:	4	0	20	11	35
6. Reprisal:	47	71	74	66	258
7. Pregnancy (PDA):	1	4	3	1	9
8. National Origin:	5	15	13	14	47
a. Hispanic:	4	10	6	5	25
b. Other:	1	5	7	9	22
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:	20	32	33	36	121
11. Genetics	0	2	1	2	5
12. Non-EEO Basis:	8	17	11	4	40
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	0	0	0	1	1
2. Assignment of Duties:	14	20	12	11	57
3. Awards:	0	0	0	1	1
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	5	9	7	6	27
a. Demotion:	0	2	1	0	3
b. Reprimand:	3	0	2	1	6
c. Suspension:	2	5	4	4	15
d. Removal:	0	2	0	1	3
e. Disciplinary Warning:	0	0	0	0	0
6. Duty Hours:	3	2	3	1	9
7. Perf. Eval/ Appraisal:	10	12	15	12	49
8. Examination/Test:	1	0	0	1	2
9. Harassment:	44	62	72	51	229

a. Non-sexual:	38	55	59	48	200
b. Sexual:	6	7	13	3	29
10. Medical Examination:	0	0	1	0	1
11. Pay Including Overtime:	2	4	3	1	10
12. Promotion/Non-Selection:	13	25	28	29	95
13. Reassignment:	7	10	3	4	24
a. Denied:	1	1	1	3	6
b. Directed:	6	9	2	1	18
14. Reasonable accommodation Disability	5	10	12	11	38
15. Reinstatement:	0	0	0	1	1
16. Religious Accommodation:	1	2	4	3	10
17. Retirement:	0	0	0	0	0
18. Sex-Stereotyping:	1	1	0	0	2
19. Telework:	0	0	0	0	0
20. Termination:	2	1	3	3	9
21: Terms/Conditions of Employment:	16	23	23	17	79
22. Time and Attendance:	11	12	11	11	45
23. Training:	1	0	2	0	3
24. Other:	0	0	0	0	0
IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2022	2nd Quarter FY 2022	3rd Quarter FY 2022	4th Quarter FY 2022	Year to Date Total
A. Average number of days for Investigation:	139	151	139	168	149
B. Average number of days for Final Agency Decision:	820	820	853	898	848
C. Average number of days for Final Agency Action:	731	731	792	797	763
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a):	1	4	3	3	11
E. Average number of days complaints were pending at the time of dismissal:	80	128	92	125	106

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue	1st Quarter FY 2022 # / %	2nd Quarter FY 2022 # / %	3rd Quarter FY 2022 # / %	4th Quarter FY 2022 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter:	3	1	1	0	5
B. Decisions finding discrimination without a hearing:	1	0	0	1	2
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	1	1
a. Male:	0	0	0	0	0
b. Female:	0	0	0	1	1
4. Pregnancy (PDA):	0	0	0	0	0
5. Age:	1	0	0	0	1
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:	1	0	0	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	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	1	1
a. Non-sexual:	0	0	0	0	0
b. Sexual:	0	0	0	1	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
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:	1	0	0	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	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:	2	1	0	0	3
F. Decisions involving discrimination after a hearing broken down by basis:					
1. Race:	2	0	0	0	2
a. American Indian	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	0	0	0	0	0
d. White:	1	0	0	0	1
e. Two or More races	1	0	0	0	1
2. Color:	0	0	0	0	0
3. Sex:	2	0	0	0	2
a. Male:	1	0	0	0	1
b. Female:	1	0	0	0	1
4. Age:	2	0	0	0	2
5. Religion:	0	2	0	0	2
6. Reprisal:	2	0	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

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:	1	0	0	0	1
G. Decisions involving discrimination after 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:	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:	1	0	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. Religious Accommodation:	0	1	0	0	1
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:	0	0	0	0	0
22. Time and Attendance:	1	1	0	0	2
23. Training:	0	0	0	0	0
24. Other:	0	0	0	0	0
VI. Status of all pending complaints	1st Quarter FY 2022	2nd Quarter FY 2022	3rd Quarter FY 2022	4th Quarter FY 2022	Year to Date Total
A. Number of complaints pending investigation:	77	79	57	202	202
B. Number of complaints pending hearing:	965	997	1012	993	993
C. Number of complaints pending final agency action:	1651	1653	712	729	729
D. Number of complaints pending decision on appeal:	20	8	6	13	13
VII. Complaints not timely investigated	1st Quarter FY 2022	2nd Quarter FY 2022	3rd Quarter FY 2022	4th Quarter FY 2022	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	0	0	1	0	1