

**Equal Employment Opportunity Data Posted
Pursuant to the No FEAR Act:**

Bureau of Prisons:BOP (includes sub-level offices)

For 2nd Quarter 2025 for period ending March 31, 2025

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	513	484	470	513	490	236
Number of Complainants	506	458	446	503	473	234
Repeat Filers	7	15	13	10	14	2

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	241	208	190	211	188	102
Color	127	119	98	132	116	62
Religion	34	0	36	30	19	15
Reprisal	309	287	261	291	255	129
Sex	250	241	209	237	224	105
PDA	9	16	9	14	13	2
National Origin	63	58	49	52	46	26
Equal Pay Act	3	2	0	8	1	2
Age	117	103	92	120	110	50
Disability	138	135	122	110	115	67
Genetics	2	6	5	4	3	0
Non-EEO	50	50	40	48	38	4

Part 3 Complaints By Issue	Comparative Data					
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><i>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</i></p>	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Appointment/Hire	11	6	1	12	9	7
Assignment of Duties*	0	82	0	0	0	0
Awards	12	7	2	14	8	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	1	3	2	1	1
Reprimand**	0	10	0	0	0	0
Suspension	13	22	17	12	14	11
Removal	9	11	4	6	5	5
Other Disciplinary Actions**	0	0	14	13	16	8
Other 2**	0	0	0	0	0	0
Duty Hours*	0	13	0	0	0	0
Perf. Eval./ Appraisal	90	78	51	66	50	16
Examination/Test	3	3	2	3	3	0
Harassment						
Non-Sexual	247	227	201	206	208	90
Sexual	28	27	29	27	27	6
Medical Examination	10	6	1	12	3	2
Pay including overtime	15	15	11	13	11	10
Promotion/Non-Selection	121	112	95	109	92	33
Reassignment						
Reassignment: Denied/Directed	21	1	25	23	27	7
Directed	0	22	0	0	0	0
Reasonable Accommodation Disability	43	40	38	34	28	18
Reinstatement*	0	2	0	0	0	0
Religious Accommodation	7	10	10	4	1	0
Retirement*	0	3	0	0	0	0
Sex-Stereotyping	0	3	1	1	1	0
Telework	3	0	0	5	0	2
Termination	16	14	9	10	4	8
Terms/Conditions of Employment*	0	72	0	0	0	0
Time and Attendance	82	64	49	28	32	18
Training	12	6	3	11	8	2
Other Terms/Conditions of Employment*	0	0	139	156	128	72
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Findings After Hearing	6		13		4		7		8		5	
Race	4	66.67	3	23.08	2	50.00	1	14.29	3	37.50	2	40.00
Color	3	50.00	1	7.69	0	0.00	1	14.29	1	12.50	2	40.00
Religion	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00
Reprisal	4	66.67	4	30.77	2	50.00	3	42.86	2	25.00	1	20.00
Sex	3	50.00	2	15.38	2	50.00	5	71.43	3	37.50	3	60.00
PDA	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	16.67	1	7.69	2	50.00	1	14.29	1	12.50	1	20.00
Disability	0	0.00	1	7.69	2	50.00	1	14.29	4	50.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing												
	4		3		1		3		7		1	
Race	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00

Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	2	28.57	0	0.00
Reprisal	0	0.00	1	33.33	0	0.00	0	0.00	3	42.86	0	0.00
Sex	3	75.00	2	66.67	1	100.00	0	0.00	1	14.29	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00
Disability	1	25.00	0	0.00	0	0.00	3	100.00	3	42.86	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings Without Hearing	4		2		1		3		7		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	14	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	2	50	2	100	1	100	0	0	0	0	0	0
Non-Sexual	1	25	1	50	0	0	0	0	3	43	1	100
Medical Examination	0	0	0	0	0	0	2	67	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	25	0	0	0	0	0	0	0	0	0	0
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	25	0	0	0	0	1	33	1	14	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	2	29	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	1	50	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	14	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	1238	6385	1577	1666	1811	2101
Total Complainants	1186	5856	1465	1526	1664	1921
Number complaints pending						
Investigation	26	55	27	31	21	80
ROI issued, pending Complainant's action	269	1	441	435	504	587
Hearing	775	824	894	944	668	264
Final Agency Action	278	406	513	597	987	529
Appeal with EEOC Office of Federal Operations	240	2	322	376	434	161

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	3	55	3	3	1	0