

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

Bureau of Prisons:BOP (Includes Sub-Level Offices)

For 4th Quarter 2025 for period ending September 30, 2025

Notes:

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

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.

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	513	484	470	513	490	451
Number of Complainants	506	458	446	503	473	437
Repeat Filers	7	15	13	10	14	12

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	241	208	190	211	188	182
Color	127	119	98	132	116	112
Religion	34	0	36	30	19	25
Reprisal	309	287	261	291	255	263
Sex	250	241	209	237	224	211
PDA	9	16	9	14	13	9
National Origin	63	58	49	52	46	46
Equal Pay Act	3	2	0	8	1	2
Age	117	103	92	120	110	85
Disability	138	135	122	110	115	131
Genetics	2	6	5	4	3	3
Non-EEO	50	50	40	48	38	8

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	11	6	1	12	9	10
Assignment of Duties*	0	82	0	0	0	0
Awards	12	7	2	14	8	3
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	2	1	3	2	1	3
Disciplinary Action: Reprimand**	0	10	0	0	0	0
Disciplinary Action: Suspension	13	22	17	12	14	17
Disciplinary Action: Removal	9	11	4	6	5	14
Disciplinary Action: Other Disciplinary Actions**	0	0	14	13	16	19
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	13	0	0	0	0
Perf. Eval./ Appraisal	90	78	51	66	50	40
Examination/Test	3	3	2	3	3	2
Harassment: Non-Sexual	247	227	201	206	208	201
Harassment: Sexual	28	27	29	27	27	20
Medical Examination	10	6	1	12	3	3
Pay including overtime	15	15	11	13	11	15
Promotion/Non-Selection	121	112	95	109	92	52
Reassignment: Denied/Directed	21	1	25	23	27	15
Reassignment: Directed	0	22	0	0	0	0
Reasonable Accommodation Disability	43	40	38	34	28	38
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	1
Telework	3	0	0	5	0	2
Termination	16	14	9	10	4	12
Terms/Conditions of Employment*	0	72	0	0	0	0
Time and Attendance	82	64	49	28	32	26
Training	12	6	3	11	8	2
Other Terms/Conditions of Employment*	0	0	139	156	128	131

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	227.51	160.62	152.48	195.15	202.73	219.53
Average days in Final Action for all cases pending during FY	249.23	239.45	240.63	306.72	413.01	35.61
Average days in Investigation with Hearing	246.83	189.36	171.85	195.13	213.96	223.08
Average days in Final Action with Hearing	82.22	99.34	58.11	71.3	117.06	36
Average Days in Investigation without Hearing	211.62	160.43	164.36	193.18	191.13	215.41
Average Days in Final Action without Hearing	407.13	428.69	518.18	628.39	794.78	21.5

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by Agency	14	14	11	6	8	15
Average Days Pending Prior to Dismissal	95.71	184.6	113.18	114.67	147.63	122.07
Total Complaints Withdrawn by Complainants	42	40	40	34	39	49

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09-30)	FY 2025 % (thru 09-30)
Total Number Findings	10		13		5		10		15		14	
Findings Without Hearing	4	40	2	15	1	20	3	30	7	47	4	29
Findings With Hearing	6	60	11	85	4	80	7	70	8	53	10	71

Part 7 Finding of Discrimination by Basis

[illegible]

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Findings After Hearing	6		13		4		7		8		10	
Race	4	66.67	3	23.08	2	50.00	1	14.29	3	37.50	4	40.00
Color	3	50.00	1	7.69	0	0.00	1	14.29	1	12.50	3	30.00
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	3	30.00
Sex	3	50.00	2	15.38	2	50.00	5	71.43	3	37.50	4	40.00
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	10.00
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	2	20.00
Disability	0	0.00	1	7.69	2	50.00	1	14.29	4	50.00	2	20.00
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	2	20.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Finding Without Hearing	4		3		1		3		7		4	
Race	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00
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	1	25.00
Reprisal	0	0.00	1	33.33	0	0.00	0	0.00	3	42.86	2	50.00
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	1	25.00
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

Part 8 Finding of Discrimination by Issue

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 09-30)	FY 2025 % (thru 09-30)
Total Number Findings	0		13		4		9		15		13	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	1	8	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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	1	7	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	1	8
Disciplinary Action: 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	2	15	0	0	0	0	1	7	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	3	300	2	15	1	25	3	33	0	0	1	8
Harassment: Non-Sexual	3	300	4	31	1	25	2	22	3	20	3	23
Medical Examination	0	0	0	0	0	0	2	22	0	0	0	0
Pay including overtime	0	0	0	0	0	0	1	11	0	0	0	0
Promotion/Non-Selection	2	200	4	31	1	25	0	0	2	13	3	23
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	1	8	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	100	2	15	1	25	2	22	2	13	1	8
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	25	0	0	2	13	1	8
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	2	15	0	0	0	0	0	0	0	0
Training	0	0	2	15	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	5	33	4	31

Part 8 Finding of Discrimination by Issue (with Hearing)

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 09-30)	FY 2025 % (thru 09-30)
Findings After Hearing	5		11		3		6		8		9	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	1	9	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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	1	9	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	1	11
Disciplinary Action: 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	2	18	0	0	0	0	1	13	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	1	20	0	0	0	0	3	50	0	0	1	11
Harassment: Non-Sexual	2	40	3	27	1	33	2	33	0	0	1	11
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	1	17	0	0	0	0
Promotion/Non-Selection	1	20	4	36	1	33	0	0	2	25	3	33
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	1	9	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	18	1	33	1	17	1	13	1	11
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	33	0	0	0	0	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	2	18	0	0	0	0	0	0	0	0
Training	0	0	1	9	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	4	50	3	33

Part 8 Finding of Discrimination by Issue (without Hearing)

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 09-30)	FY 2025 % (thru 09-30)
Findings Without Hearing	4		2		1		3		7		4	
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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: 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
Disciplinary Action: 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
Harassment: Non-Sexual	1	25	1	50	0	0	0	0	3	43	2	50
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: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: 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	1	25
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	1	25

Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total complaints from previous Fiscal Years	1238	6385	1577	1666	1811	1920
Total Complainants	1186	5856	1465	1526	1664	1771
Complaints Pending Investigation	26	55	27	31	21	24
ROI issued, pending Complainant's action	269	1	441	435	504	136
Complaints Pending in Hearing	775	824	894	944	668	768
Complaints Pending Final Agency Action	278	406	513	597	987	981
Complaints Pending Appeal with EEOC Office of Federal Operations	240	2	322	376	434	486

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	3	55	3	3	1	2