

COMPONENT: Bureau of Prisons (BOP)

EEO COMPLAINT DATA	1st Quarter FY 2019	2nd Quarter FY2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter:	1535	1613	1562	1550	1550
B. Filed during the quarter:	153	97	100	106	456
C. Pending, at any time, during the quarter:	1688	1710	1662	1656	1656

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:	1535	1613	1562	1550	1550
B. Who filed a complaint during this quarter:	153	97	100	106	456
C. Who had a complaint pending at any time during this quarter:	1688	1710	1662	1656	1656
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 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
A. Complaints filed during the quarter broken down by basis					
1. Race:	55	47	57	54	213
a. American Indian/Alaskan Native:	0	2	0	3	5
b. American Asian/Pacific Islander:	1	2	3	2	8
c. Black:	34	26	36	29	125
d. Two or more Races	5	5	9	6	25
e. White	15	12	9	14	50
2. Color	22	23	28	14	87

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
3. Sex:	55	48	39	39	181
a. LGBT	3	6	0	1	10
b. Female:	31	33	26	18	108
c. Male	21	9	13	20	63
4. Age:	32	23	28	25	108
5. Religion:	6	2	3	5	16
6. Reprisal:	83	53	54	62	252
7. Pregnancy (PDA):	2	3	1	0	6
8. National Origin:	17	7	7	15	46
a. Hispanic:	9	3	5	10	27
b. Other:	8	4	2	5	19
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:	59	24	17	33	133
11. Genetics:	0	1	1	0	2
12. Non-EEO Basis:	1	3	9	5	18
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	7	4	3	4	18
2. Assignment of Duties:	11	10	13	17	51
3. Awards:	6	2	2	3	13
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	11	2	7	6	26
a. Demotion:	1	0	1	0	2
b. Reprimand:	1	0	0	0	1

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
c. Suspension:	6	1	2	4	13
d. Removal:	1	1	0	1	3
e. Disciplinary Warning	2	0	4	1	7
6. Duty Hours:	4	5	7	5	21
7. Perf. Eval./ Appraisal:	13	5	16	0	34
8. Examination/Test:	0	1	0	0	1
9. Harassment:	64	44	41	41	190
a. Non-sexual:	57	36	39	36	168
b: Sexual:	7	8	2	5	22
10. Medical Examination:	3	1	1	0	5
11. Pay Including Overtime:	5	3	3	3	14
12. Promotion/Non-Selection:	25	23	18	28	94
13. Reassignment:	3	0	3	5	11
a. Denied:	0	0	0	0	0
b. Directed:	3	0	3	5	11
14. Reasonable Accommodation Disability:	17	8	0	8	33
15. Reinstatement:	1	1	0	0	2
16. Religious Accommodation:	0	0	0	1	1
17. Retirement:	2	0	0	0	2
18. Sex-Stereotyping:	0	1	0	0	1
19. Telework:	1	0	0	2	3
20. Termination:	2	1	0	1	4
21: Terms/Conditions of Employment:	21	10	30	20	81
22. Time and Attendance:	13	5	8	4	30
23. Training:	8	3	1	3	15

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	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 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
A. Average number of days for Investigation:	172	191	201	183	187
B. Average number of days for Final Agency Decision:	619	691	607	533	613
C. Average number of days for Final Agency Action	1040	746	906	985	919
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	4	0	5	7	16
E. Average number of days complaints were Pending at the time of dismissal.	98	0	115	147	90

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter.	0	0	0	2	2
B. Decisions finding discrimination without a hearing:	2	0	1	0	3
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:	2	0	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:	1	0	0	0	1
2. Color:	1	0	0	0	1

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
3. Sex:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
4. Pregnancy (PDA):	0	0	0	0	0
5. Age:	0	0	0	0	0
6. Religion:	0	0	1	0	1
7. Reprisal:	1	0	0	0	1
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	0	0	0
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

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
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:	1	0	0	0	1
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	0	1	0	1
a. Non-sexual:	0	0	1	0	1
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	0	0	0
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

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
23. Training:	0	0	0	0	0
24. Other:	0	0	0	0	0
E. Decisions involving discrimination after a hearing:	0	0	0	0	0
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	0	0	0	2	2
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	2	2
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	1	1
b. Female:	0	0	0	0	0
4. Age:	0	0	0	1	1
5. Religion:	0	0	0	0	0
6. Reprisal:	0	0	0	0	0
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	0	0	0

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
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	0	0	1	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:	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

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
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:	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

VI. Status of all pending complaints	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
A. Number of complaints pending investigation:	98	127	121	144	144
B. Number of complaints pending hearing:	69	64	76	49	49
C. Number of complaints pending final agency action:	75	38	59	31	31
D. Number of complaints pending decision on appeal:	11	4	17	8	8

VII. Complaints not timely investigated	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	44	48	50	16	158