

COMPONENT: Bureau of Prisons (BOP)

EEO COMPLAINT DATA	1st Quarter FY 2021	2nd Quarter FY2021	3rd Quarter FY 2021	4th Quarter FY 2021	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter:	1691	1720	1743	1690	1690
B. Filed during the quarter:	127	119	115	120	481
C. Pending, at any time, during the quarter:	1818	1839	1858	1810	1810

II. Number of Filers	1st Quarter FY 2021	2nd Quarter FY 2021	3rd Quarter FY 2021	4th Quarter FY 2021	Year to Date Total
A. Who had a complaint pending at the start of the quarter:	1691	1720	1743	1690	1690
B. Who filed a complaint during this quarter:	126	119	115	120	480
C. Who had a complaint pending at any time during this quarter:	1817	1839	1858	1810	1810
D. Who filed two or more complaints during this quarter:	1	0	0	0	1

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2021	2nd Quarter FY 2021	3rd Quarter FY 2021	4th Quarter FY 2021	Year to Date Total
A. Complaints filed during the quarter broken down by basis					
1. Race:	63	54	32	45	194
a. American Indian/Alaskan Native:	2	2	0	2	6
b. American Asian/Pacific Islander:	2	1	0	0	3
c. Black:	42	32	23	29	126
d. White:	13	13	7	9	42
e. Two or More Races	4	6	2	5	17
2. Color:	37	26	20	34	117

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2021	2nd Quarter FY 2021	3rd Quarter FY 2021	4th Quarter FY 2021	Year to Date Total
3. Sex:	61	71	45	53	230
a. Male:	18	21	10	11	60
b. Female:	43	50	34	38	165
c. LGBT	0	0	1	4	5
4. Age:	29	32	17	24	102
5. Religion:	0	11	7	0	18
6. Reprisal:	86	59	69	68	282
7. Pregnancy (PDA):	7	2	3	4	16
8. National Origin:	18	16	7	12	53
a. Hispanic:	10	10	3	8	31
b. Other:	8	6	4	4	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:	39	27	46	23	135
11. Genetics:	2	1	1	2	6
12. Non-EEO Basis:	12	9	0	29	50
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	3	1	1	1	6
2. Assignment of Duties:	32	13	21	16	82
3. Awards:	5	0	1	1	7
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	16	15	5	8	44
a. Demotion:	1	0	0	0	1
b. Reprimand:	4	1	3	2	10

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2021	2nd Quarter FY 2021	3rd Quarter FY 2021	4th Quarter FY 2021	Year to Date Total
c. Suspension:	7	9	1	5	22
d. Removal:	4	5	1	1	11
e. Disciplinary Warning:	0	0	0	0	0
6. Duty Hours:	4	3	1	4	12
7. Perf. Eval./ Appraisal:	22	20	22	14	78
8. Examination/Test:	1	0	0	2	3
9. Harassment:	65	57	66	64	252
a. Non-sexual:	60	53	56	56	225
b. Sexual:	5	4	10	8	27
10. Medical Examination:	2	2	2	0	6
11. Pay Including Overtime:	4	5	2	4	15
12. Promotion/Non-Selection:	52	26	19	14	111
13. Reassignment:	4	4	5	9	22
a. Denied:	0	0	0	1	1
b. Directed:	4	4	5	8	21
14. Reasonable Accommodation Disability:	11	9	11	9	40
15. Reinstatement:	0	0	0	0	0
16. Religious Accommodation:	2	3	4	1	10
17. Retirement:	2	1	0	0	3
18. Sex-Stereotyping:	2	0	0	2	4
19. Telework:	0	0	0	0	0
20. Termination:	5	1	1	7	14
21: Terms/Conditions of Employment:	19	20	17	15	71
22. Time and Attendance:	21	18	16	8	63
23. Training:	0	5	0	1	6

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2021	2nd Quarter FY 2021	3rd Quarter FY 2021	4th Quarter FY 2021	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 2021	2nd Quarter FY 2021	3rd Quarter FY 2021	4th Quarter FY 2021	Year to Date Total
A. Average number of days for Investigation:	167	157	156	160	160
B. Average number of days for Final Agency Decision: (Part 6-A 462 Report)	1030	696	782	697	801
C. Average number of days for Final Agency Action (Part 6 A.a3 from 462 Report with and without hearing)	1104	763	848	843	890
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	2	5	4	1	12
E. Average number of days complaints were Pending at the time of dismissal.	102	133	89	83	102

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2021 # / %	2nd Quarter FY 2021 # / %	3rd Quarter FY 2021 # / %	4th Quarter FY 2021 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter.	2	0	0	0	2
B. Decisions finding discrimination without a hearing:	0	1	1	0	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
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 2021 # / %	2nd Quarter FY 2021 # / %	3rd Quarter FY 2021 # / %	4th Quarter FY 2021 # / %	Year to Date Total
2. Color:	0	0	0	0	0
3. Sex:	0	1	1	0	2
a. Male:	0	0	0	0	0
b. Female:	0	1	1	0	2
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	0	1	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

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2021 # / %	2nd Quarter FY 2021 # / %	3rd Quarter FY 2021 # / %	4th Quarter FY 2021 # / %	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	0	0	0	0
7. Perf. Eval./ Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	1	1	0	2
a. Non-sexual:	0	0	1	0	1
b. Sexual:	0	1	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
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

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2021 # / %	2nd Quarter FY 2021 # / %	3rd Quarter FY 2021 # / %	4th Quarter FY 2021 # / %	Year to Date Total
22. Time and Attendance:	0	0	0	0	0
23. Training:	0	0	1	0	1
24. Other:	0	0	0	0	0
E. Decisions involving discrimination after a hearing:	2	0	0	0	2
F. Decisions involving discrimination after 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	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	0	0	0	0	0
7. Pregnancy (PDA):	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

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2021 # / %	2nd Quarter FY 2021 # / %	3rd Quarter FY 2021 # / %	4th Quarter FY 2021 # / %	Year to Date Total
10. Disability:	1	0	0	0	1
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	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:	1	0	0	0	1
a. Non-sexual:	1	0	0	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:	0	0	0	0	0
13. Reassignment:	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 2021 # / %	2nd Quarter FY 2021 # / %	3rd Quarter FY 2021 # / %	4th Quarter FY 2021 # / %	Year to Date Total
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	0	0
14. Reasonable Accommodation Disability:	1	0	0	0	1
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 2021	2nd Quarter FY 2021	3rd Quarter FY 2021	4th Quarter FY 2021	Year to Date Total
A. Number of complaints pending investigation:	191	182	164	175	175
B. Number of complaints pending hearing:	892	909	933	960	960
C. Number of complaints pending final agency action:	1439	1474	1524	1444	1444
D. Number of complaints pending decision on appeal:	15	4	19	5	5

VII. Complaints not timely investigated	1st Quarter FY 2021	2nd Quarter FY 2021	3rd Quarter FY 2021	4th Quarter FY 2021	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	2	2	0	0	4

NOTE: Please note that the second quarter data in 6A was revised due to the addition of a case late due to Covid.

The Third Quarter 1B was revised to include an additional formal case.