

COMPONENT: Federal Bureau of Prisons (FY 2016 Fourth Quarter)

EEO COMPLAINT DATA	1st Quarter FY 2016	2nd Quarter FY2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	895	962	931	1011	1011
B. Filed during the quarter	124	115	114	126	479
C. Pending, at any time, during the quarter	1019	1077	1108	1137	1137
II. Number of Filers	1st Quarter FY 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
A. Who had a complaint pending at the start of the quarter	895	962	952	1011	1011
B. Who filed a complaint during this quarter	124	115	114	126	479
C. Who had a complaint pending at any time during this quarter	1019	1077	1108	1137	1137
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 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	54	49	41	54	198
a. Amer. Indian/Alaskan Native	0	1	0	0	1

b. American Asian/Pacific Islander/Native Hawaii	1	1	1	1	4
c. Black:	39	27	25	36	127
d. White:	14	20	15	17	66
2. Color:	23	23	20	30	96
3. Sex:	58	42	43	52	195
a. Male:	25	15	11	22	73
b. Female:	33	27	32	30	122
4. Age:	30	27	24	38	117
5. Religion:	5	7	7	12	29
6. Reprisal:	76	52	71	74	273
7. National Origin:	10	14	23	21	66
a. Hispanic:	7	8	17	13	45
b. Other:	3	6	6	8	23
8. Equal Pay Act	1	0	0	0	1
a. Male:	0	0	0	0	0
b. Female	1	0	0	0	1
9. Disability:	31	34	19	26	110
10. Non-EEO Basis	4	4	13	10	31
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	1	3	3	4	11
2. Assignment of Duties	13	6	12	22	53
3. Awards:	2	0	2	8	12
4. Conversion to full time	0	0	0	0	0

5. Disciplinary Action	7	8	7	6	28
a. Demotion	1	0	0	0	1
b. Reprimand	0	2	0	1	3
c. Suspension	5	4	4	5	18
d. Removal	0	2	0	0	2
e. Other:	1	0	3	0	4
6. Duty Hours	4	5	5	4	18
7. Evaluation/Appraisal	11	6	15	0	32
8. Examination/Test:	0	0	1	0	1
9. Harassment:	57	51	45	50	203
a. Non-sexual:	47	46	38	43	174
b. Sexual	10	5	7	7	29
10. Medical Examination:	2	0	0	0	2
11. Pay Including Overtime:	7	2	7	0	16
12. Promotion/Non-Selection	30	37	21	28	116
13. Reassignment:	1	4	2	4	10
a. Denied:	0	2	0	0	2
b. Directed:	1	2	2	4	9
14. Reasonable Accommodation:	11	5	7	5	28
15. Reinstatement:	0	0	0	1	1
16. Retirement:	0	2	0	0	2
17. Termination:	3	2	3	1	9
18. Terms/Conditions of Employment:	15	3	12	11	41
19. Time & Attendance:	10	1	9	3	23
20. Training:	1	1	4	1	7

21. Other:	1	2	3	1	7
IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
A. Average number of days for Investigation:	219	334	217	328	274
B. Average number of days for Final Agency Decision:	737	857	769	697	765
C. Average number of days for Final Agency Action-w hearing	811	946	1053	934	936
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	2	7	3	2	14
E. Average number of days complaints were pending at the time of dismissal	162	195	134	142	158
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter	0	0	1	2	3
B. Decisions finding discrimination without a hearing:	0	0	1	2	3
C. Decisions finding discrimination without a hearing broken down by basis:	0	0	1	2	3
1. Race:	0	0	0	1	1
a. American Indian/Alaskan Native:	0	0	0	0	0
b. Amer. Asian /Pacific Islander:	0	0	0	0	0
c. Black:	0	0	0	0	0
d. White:	0	0	0	1	1

2. Color:	0	0	0	1	1
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	1	1
5. Religion:	0	0	1	1	2
6. Reprisal:	0	0	0	2	2
7. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
8. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
9. Disability:	0	0	0	0	0
10. Non-EEO Basis	0	0	0	1	1
D. Decisions finding discrimination without a hearing broken down by issue:	0	0	0	0	0
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:	0	0	0	0	0
5. Disciplinary Action:	0	0	0	1	1
a. Demotion:	0	0	0	0	0
b. Reprimand:	0	0	0	0	0
c. Suspension:	0	0	0	1	1
d. Removal:	0	0	0	0	0
e. Other:	0	0	0	0	0

6. Duty Hours:	0	0	0	0	0
7. Evaluation/Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	0	1	1	2
a. Non-sexual:	0	0	1	1	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:	0	0	0	1	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:	0	0	1	0	1
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	0	0
17. Termination:	0	0	0	0	0
18. Terms/Conditions of Employment:	0	0	0	0	0
19. Time and Attendance:	0	0	0	0	0
20. Training:	0	0	0	0	0
21. Other:	0	0	0	0	0
E. Decisions involving discrimination after a hearing:	1	0	0	0	1
F. Decisions involving discrimination after a hearing broken down by basis:	0	0	0	0	0
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:	1	0	0	0	1
a. Male:	0	0	0	0	0
b. Female:	1	0	0	0	1
4. Age:	1	0	0	0	1
5. Religion:	0	0	0	0	0
6. Reprisal:	1	0	0	0	1
7. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
8. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
9. Disability:	0	0	0	0	0
10. Non-EEO Basis	0	0	0	0	0
G. Decisions involving discrimination after a hearing broken down by issue:	0	0	0	0	0
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	1	0	0	0	1
3. Awards:	0	0	0	0	0
4. Conversion to Full Time:	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. Evaluation/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
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	0	0
14. Reasonable Accommodation:	0	0	0	0	0
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	0	0
17. Termination:	0	0	0	0	0
18. Terms/Conditions of Empl:	0	0	0	0	0
19. Time and Attendance:	0	0	0	0	0
20. Training:	0	0	0	0	0
21. Other:	0	0	0	0	0
VI. Status of all pending complaints Note: Put only the # for the reporting quarter in the	1st Quarter FY 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date

Year to date box.					Total
A. Number of complaints pending investigation:	176	178	132	174	174
B. Number of complaints pending hearing:	75	65	46	53	53
C. Number of complaints pending final agency action:	76	34	23	47	47
D. Number of complaints pending decision on appeal:	5	0	2	7	7
VII. Complaints not timely investigated	1st Quarter FY 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	55	40	50	30	175