

COMPONENT: Federal Bureau of Prisons (BOP)

EEO COMPLAINT DATA	1st Quarter FY 2012	2nd Quarter FY2012	3rd Quarter FY 2012	4th Quarter FY 2012	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	630	852	845	508	3343
B. Filed during the quarter	125	109	113	87	434
C. Pending, at any time, during the quarter	756	961	958	595	3270
II. Number of Filers	1st Quarter FY 2012	2nd Quarter FY 2012	3rd Quarter FY 2012	4th Quarter FY 2012	Year to Date Total
A. Who had a complaint pending at the start of the quarter	630	852	845	508	3343
B. Who filed a complaint during this quarter	120	109	113	87	429
C. Who had a complaint pending at any time during this quarter	751	961	957	595	3270
D. Who filed two or more complaints during this quarter	5	0	0	0	5
III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2012	2nd Quarter FY 2012	3rd Quarter FY 2012	4th Quarter FY 2012	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	78	73	55	43	249
a. American Indian/Alaskan Native:	2	1	0	0	3
b. American Asian/Pacific Islander:	2	1	2	2	7
c. Black:	35	38	26	24	123
d. White:	17	6	9	7	39
2. Color:	22	27	18	10	77

3. Sex:	54	40	49	37	180
a. Male:	18	14	14	11	57
b. Female:	36	26	35	26	123
4. Age:	30	16	18	21	85
5. Religion:	7	7	8	2	24
6. Reprisal:	74	59	54	52	239
7. National Origin:	19	15	20	7	61
a. Hispanic:	8	8	12	4	32
b. Other:	11	7	8	3	29
8. Equal Pay Act	0	0	1	0	1
a. Male	0	0	0	0	0
b. Female	0	0	1	0	1
9. Disability:	27	22	22	17	88
10. Non-EEO Basis	11	11	7	10	39
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	2	2	3	0	7
2. Assignment of Duties	11	13	15	5	44
3. Awards:	0	0	2	3	5
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	5	10	10	0	25
a. Demotion	0	0	0	0	0
b. Reprimand	3	3	3	3	12
c. Suspension	2	7	3	2	14
d. Removal	0	0	0	0	0
e. Other	0	0	4	1	5
6. Duty Hours	3	0	3	4	10

7. Evaluation/Appraisal	11	7	7	9	34
8. Examination/Test:	0	0	0	0	0
9. Harassment:	39	25	11	0	75
a. Non-sexual:	32	22	5	24	83
b: Sexual	7	3	6	4	20
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	1	4	0	2	7
12. Promotion/Non-Selection	26	15	28	19	88
13. Reassignment:	8	4	1	2	15
a. Denied:	1	0	1	2	4
b. Directed:	7	4	0	0	11
14. Reasonable Accommodation:	4	6	3	4	17
15. Reinstatement:	1	0	0	0	1
16. Retirement:	0	0	0	2	2
17. Termination:	2	6	1	2	11
18: Terms & Conditions of Employment:	23	16	0	14	53
19. Time & Attendance:	9	10	9	1	29
20. Training:	1	6	1	1	9
21. Other:	5	3	1	0	9
IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2012	2nd Quarter FY 2012	3rd Quarter FY 2012	4th Quarter FY 2012	Year to Date Total
A. Average number of days for Investigation:	180	151	221	175	181
B. Average number of days for Final Agency Decision:	891	841	742	649	780
C. Average number of days for Final Agency Action	891	841	742	649	780

D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	11	16	14	18	59
E. Average number of days complaints were pending at the time of dismissal	95	98	97	109	99
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2012 # / %	2nd Quarter FY 2012 # / %	3rd Quarter FY 2012 # / %	4th Quarter FY 2012 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter	1	6	1	1	9
B. Decisions finding discrimination without a hearing:	0	2	1	0	3
C. Decisions finding discrimination without a hearing broken down by basis:					
1. Race:	0	1	0	0	1
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
C. Black	0	1	0	0	1
d. White:	0	0	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	0	0	1	0	1
a. Male:	0	0	0	0	0
b. Female:	0	0	1	0	1
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	0	1	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	2	0	0	2
10. 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:	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	0	0	1	0	1
a. Non-sexual:	0	0	0	0	0
b. Sexual:	0	0	1	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:	0	2	0	0	2
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	1	0	0	1
20. Training:	0	0	0	0	0
21: Other	0	0	0	0	0
E. Decisions involving discrimination after a hearing:	1	4	0	0	5
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	2	0	1	3

a. Male:	0	0	0	1	1
b. Female:	0	2	0	0	2
4. Age:	1	0	0	0	1
5. Religion:	0	0	0	0	0
6. Reprisal:	0	1	0	0	1
7. National Origin:	0	0	0	1	1
a. Hispanic:	0	0	0	1	1
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:	1	1	0	0	2
10. Non-EEO Basis	0	1	0	0	1
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:	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:	0	3	0	0	3
a. Non-sexual:	0	1	0	0	1
b. Sexual:	0	2	0	0	2
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	1	1	0	1	3
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 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
VI. Status of all pending complaints	1st Quarter FY 2012	2nd Quarter FY 2012	3rd Quarter FY 2012	4th Quarter FY 2012	Year to Date Total
A. Number of complaints pending investigation:	84	36	77	101	298
B. Number of complaints pending hearing:	39	37	41	47	164
C. Number of complaints pending final agency action:	18	14	49	33	114
D. Number of complaints pending decision on appeal:	15	9	12	16	36

VII. Complaints not timely investigated	1 st Quarter FY 2012	2 nd Quarter FY 2012	3 rd Quarter FY 2012	4 th Quarter FY 2012	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	19	32	41	39	131