

COMPONENT: Federal Bureau of Prisons (FY 2013 Fourth Quarter Report)

EEO COMPLAINT DATA	1st Quarter FY 2012	2nd Quarter FY 2013	3rd Quarter FY 2013	4th Quarter FY 2013	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	470	488	494	557	557
B. Filed during the quarter	107	112	126	133	479
C. Pending, at any time, during the quarter	577	600	620	690	690
II. Number of Filers	1st Quarter FY 2012	2nd Quarter FY 2013	3rd Quarter FY 2013	4th Quarter FY 2013	Year to Date Total
A. Who had a complaint pending at the start of the quarter	470	488	494	557	557
B. Who filed a complaint during this quarter	107	112	124	130	474
C. Who had a complaint pending at any time during this quarter	577	600	618	687	687
D. Who filed two or more complaints during this quarter	0	0	2	3	5
III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2012	2nd Quarter FY 2013	3rd Quarter FY 2013	4th Quarter FY 2013	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	40	42	76	98	256
a. American Indian/Alaskan Native:	1	1	0	2	4
b. American Asian/Pacific Islander:	3	4	1	2	10
c. Black/African America:	26	23	38	42	129
d. White:	10	14	16	20	60
2. Color:	24	21	21	32	98

3. Sex:	56	51	54	54	215
a. Male:	20	16	18	15	69
b. Female:	36	35	36	39	146
4. Age:	15	18	28	33	94
5. Religion:	5	4	14	12	35
6. Reprisal:	61	62	66	70	259
7. National Origin:	11	27	21	17	76
a. Hispanic:	6	16	12	10	44
b. Other:	5	11	9	7	32
8. Equal Pay Act	0	0	1	1	2
a. Male	0	0	1	0	1
b. Female	0	0	0	1	1
9. Disability:	19	16	32	34	101
10. Non-EEO Basis	14	11	11	10	46
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	1	1	1	1	4
2. Assignment of Duties	18	16	14	23	71
3. Awards:	0	1	1	0	2
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	6	0	17	8	31
a. Demotion	0	0	2	0	2
b. Reprimand	1	0	5	3	9
c. Suspension	3	0	6	0	9
d. Removal	0	1	2	0	3
e. Other	2	1	2	5	10
6. Duty Hours	7	7	6	6	26

7. Evaluation/Appraisal	11	8	15	12	46
8. Examination/Test:	0	0	1	0	1
9. Harassment:	39	45	50	59	199
a. Non-sexual:	29	40	43	49	161
b: Sexual	10	5	7	10	32
10. Medical Examination:	1	0	0	0	1
11. Pay Including Overtime:	4	7	4	5	20
12. Promotion/Non-Selection	15	18	27	24	84
13. Reassignment:	0	1	2	0	3
a. Denied:	0	0	1	0	1
b. Directed:	0	1	1	0	1
14. Reasonable Accommodation:	5	5	8	12	30
15. Reinstatement:	0	0	1	0	1
16. Retirement:	1	0	1	0	2
17. Termination:	0	6	2	6	14
18: Terms & Conditions of Employment:	10	12	15	10	47
19. Time & Attendance:	6	9	4	7	26
20. Training:	3	3	5	1	12
21. Other:	1	0	0	2	3
IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2012	2nd Quarter FY 2013	3rd Quarter FY 2013	4th Quarter FY 2013	Year to Date Total
A. Average number of days for Investigation:	183	119	129	126	159
B. Average number of days for Final Agency Decision:	683	418	606	447	538
C. Average number of days for Final Agency Action	683	418	606	447	538

D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	16	14	8	16	54
E. Average number of days complaints were pending at the time of dismissal	86	84	91	112	84
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 2013 # / %	3rd Quarter FY 2013 # / %	4th Quarter FY 2013 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter	1	0	5	1	7
B. Decisions finding discrimination without a hearing:	1	0	3	0	4
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	1	0	1
2. Color:	0	0	0	0	0
3. Sex:	1	0	2	1	4
a. Male:	0	0	0	0	0
b. Female:	1	0	2	1	4
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	0	0	1	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	1	0	1
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	1	0	1
8. Examination/Test:	0	0	0	0	0
9. Harassment	1	0	2	1	4
a. Non-sexual:	0	0	0	0	0
b. Sexual:	1	0	2	1	4
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	1	0	1
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	0	0
17. Termination:	0	0	1	0	1
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:	0	0	0	0	0
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	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	0	2	0	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	1	0	1
10. 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:	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	0	0	0
a. Non-sexual:	0	0	0	0	0
b. Sexual:	0	0	0	0	0
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	1	0	1
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	1	0	1
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	0	0
17. Termination:	0	0	1	0	1
18. Terms/Conditions of Employment:	0	0	0	0	0
19. Time and Attendance:	0	0	2	0	2
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 2013	3rd Quarter FY 2013	4th Quarter FY 2013	Year to Date Total
A. Number of complaints pending investigation:	75	97	52	105	331
B. Number of complaints pending hearing:	45	39	27	58	169
C. Number of complaints pending final agency action:	34	37	26	36	133
D. Number of complaints pending decision on appeal:	14	9	21	15	59

VII. Complaints not timely investigated	1st Quarter FY 2012	2nd Quarter FY 2013	3rd Quarter FY 2013	4th Quarter FY 2013	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	21	55	21	23	120