

COMPONENT: Federal Bureau of Prisons

EEO COMPLAINT DATA	1st Quarter FY 2008	2nd Quarter FY 2008	3rd Quarter FY 2008	4th Quarter FY 2008	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	572	568	610	545	545
B. Filed during the quarter	79	86	92	87	344
C. Pending, at any time, during the quarter	651	654	702	632	632
II. Number of Filers	1st Quarter FY 2008	2nd Quarter FY 2008	3rd Quarter FY 2008	4th Quarter FY 2008	Year to Date Total
A. Who had a complaint pending at the start of the quarter	572	568	610	545	545
B. Who filed a complaint during this quarter	79	86	92	87	344
C. Who had a complaint pending at any time during this quarter	651	654	702	632	632
D. Who filed two or more complaints during this quarter	0	0	0		0
III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2008	2nd Quarter FY 2008	3rd Quarter FY 2008	4th Quarter FY 2008	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	34	37	28	37	136
a. American Indian/Alaskan Native:	0	1	0	3	4
b. American Asian/Pacific Islander:	1	1	1	2	5
c. Black:	21	19	19	21	80
d. White:	12	16	8	11	47
2. Color:	1	3	0	0	4
3. Sex:	33	37	33	45	148
a. Male:	12	14	11	14	51
b. Female:	21	23	22	31	97
4. Age:	16	14	15	11	56
5. Religion:	4	2	4	1	11
6. Reprisal:	39	42	46	39	166
7. National Origin:	4	6	7	4	21
a. Hispanic:	4	3	3	0	10

b. Other:	0	3	4	4	11
8. Equal Pay Act	0	0	0	1	1
a. Male:	0	0	0	0	0
b. Female	0	0	0	1	1
9. Disability:	18	19	20	11	68
10. Non-EEO Basis	4	6	3	12	25
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	1	3	0	0	4
2. Assignment of Duties	7	17	13	13	50
3. Awards:	4	2	4	2	12
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	14	9	16	6	45
a. Demotion	0	1	0	0	1
b. Reprimand	1	0	2	1	4
c. Suspension	4	3	6	0	13
d. Removal	0	0	0	0	0
e. Other:	9	5	8	5	27
6. Duty Hours	4	6	5	4	19
7. Evaluation/Appraisal	7	7	13	16	43
8. Examination/Test:	0	0	0	0	0
9. Harassment:	16	25	28	17	86
a. Non-sexual:	8	18	18	5	49
b: Sexual	8	7	10	12	37
10. Medical Examination:	2	0	0	2	4
11. Pay Including Overtime:	2	3	2	6	13
12. Promotion/Non-Selection	20	16	22	17	75
13. Reassignment:	3	2	1	0	6
a. Denied:	1	2	0	0	3
b. Directed:	2	0	1	0	3
14. Reasonable Accommodation:	7	8	6	3	24
15. Reinstatement:	0	1	0	2	3
16. Retirement:	0	0	2	0	2
17. Termination:	2	4	4	3	13
18: Terms & Conditions of Employment:	17	14	8	12	51
19. Time & Attendance:	7	14	13	15	49
20. Training:	5	2	0	3	10
21. Other:	0	5	1	12	18

IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2008	2nd Quarter FY 2008	3rd Quarter FY 2008	4th Quarter FY 2008	Year to Date Total
A. Average number of days for Investigation:	527	530	300	475	458
B. Average number of days for Final Agency Decision:	713	794	792	554	713
C. Average number of days for Final Agency Action	713	794	792	554	713
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	47	29	37	12	125
E. Average number of days complaints were pending at the time of dismissal	389	324	196	127	259
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2008	2nd Quarter FY 2008	3rd Quarter FY 2008	4th Quarter FY 2008	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter	1	2	1	0	4
B. Decisions finding discrimination without a hearing:	0	2	1	0	3
C. Decisions finding discrimination without 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:	0	2	1	0	3
a. Male:	0	0	1	0	1
b. Female:	0	2		0	2
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	0	0	0	0	0
7. National Origin:	0	2	0	0	2
a. Hispanic:	0	1	0	0	1

b. Other:	0	1	0	0	1
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
D. Decisions finding discrimination without a hearing broken down by issue:	0	0	3	0	3
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	0	1	1	0	2
3. Awards:	0	0	0	0	0
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action:	0	0	1	0	1
a. Demotion:	0	0	1	0	1
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	2	0	0	2
a. Non-sexual:	0	1	0	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:	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	1	0	1
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	
1. Race:	1	0	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	0	0	0	0
d. White:	1	0	0	0	1
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:	0	0	0	0	0
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	
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:	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:	1	0	0	0	1

a. Non-sexual:	0	0	0	0	0
b. Sexual:	1	0	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:	1	0	0	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
VI. Status of all pending complaints	1st Quarter FY 2008	2nd Quarter FY 2008	3rd Quarter FY 2008	4th Quarter FY 2008	Year to Date Total
A. Number of complaints pending investigation:	27	33	70	100	230
B. Number of complaints pending hearing:	37	32	97	70	236
C. Number of complaints pending final agency action:	23	19	38	32	112
D. Number of complaints pending decision on appeal:	06	19	19	17	61
VII. Complaints not timely investigated	1st Quarter FY 2008	2nd Quarter FY 2008	3rd Quarter FY 2008	4th Quarter FY 2008	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	23	112	122	123	380