

COMPONENT: _Federal Bureau of Prisons (FY 2011 Fourth Quarter)

EEO COMPLAINT DATA	1st Quarter FY 2011	2nd Quarter FY2011	3rd Quarter FY 2011	4th Quarter FY 2011	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	608	691	671	644	2614
B. Filed during the quarter	91	75	101	101	373
C. Pending, at any time, during the quarter	700	766	772	745	2983
II. Number of Filers	1st Quarter FY 2011	2nd Quarter FY 2011	3rd Quarter FY 2011	4th Quarter FY 2011	Year to Date Total
A. Who had a complaint pending at the start of the quarter	608	691	671	644	2614
B. Who filed a complaint during this quarter	89	74	101	99	369
C. Who had a complaint pending at any time during this quarter	768	765	772	743	2981
D. Who filed two or more complaints during this quarter	2	1	0	2	5
III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2011	2nd Quarter FY 2011	3rd Quarter FY 2011	4th Quarter FY 2011	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	29	52	77	47	205
a. American Indian/Alaskan Native:	2	1	0	1	4
b. American Asian/Pacific Islander:	2	0	2	1	5
c. Black/African American:	14	20	33	31	98
d. White:	8	12	15	14	49
2. Color:	3	9	19	13	44

3. Sex:	35	34	48	50	167
a. Male:	9	12	23	16	60
b. Female:	26	22	25	34	107
4. Age:	16	18	21	19	74
5. Religion:	6	5	8	8	27
6. Reprisal:	50	52	56	54	212
7. National Origin:	14	24	18	14	70
a. Hispanic (including Hisp)	12	18	15	7	52
b. Other:	2	6	3	7	18
8. Equal Pay Act	0	0	1	0	0
a. Male:	0	0	1	0	1
b. Female	0	0	0	0	0
9. Disability:	29	23	16	24	92
10. Non-EEO Basis	13	6	10	5	34
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	0	1	2	1	4
2. Assignment of Duties	8	7	11	9	25
3. Awards:	3	3	5	5	16
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	5	6	12	8	31
a. Demotion	0	2	0	1	3
b. Reprimand	1	1	3	1	6
c. Suspension	3	2	9	5	19
d. Removal	0	0	0	0	0
e. Other:	1	1	0	1	3
6. Duty Hours	8	7	6	7	28

7. Evaluation/Appraisal	7	8	11	14	40
8. Examination/Test:	0	0	0	0	0
9. Harassment:	30	31	37	31	129
a. Non-sexual:	23	23	35	24	105
b: Sexual	7	8	2	7	24
10. Medical Examination:	0	1	1	2	4
11. Pay Including Overtime:	2	1	3	1	7
12. Promotion/Non-Selection	14	14	19	14	61
13. Reassignment:	3	2	5	4	14
a. Denied:	1	0	1	2	4
b. Directed:	2	2	4	2	10
14. Reasonable Accommodation:	4	2	6	6	18
15. Reinstatement:	0	1	0	0	1
16. Retirement:	0	0	0	1	1
17. Termination:	7	2	1	4	14
18: Terms & Conditions of Employment:	23	9	18	11	61
19. Time & Attendance:	10	5	6	9	30
20. Training:	2	2	3	1	8
21. Other:	14	4	0	0	18
IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2011	2nd Quarter FY 2011	3rd Quarter FY 2011	4th Quarter FY 2011	Year to Date Total
A. Average number of days for Investigation:	195	195	226	165	195
B. Average number of days for Final Agency Decision:	1031	1010	925	983	987
C. Average number of days for Final Agency Action	1031	1010	925	983	987

D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	6	11	9	9	35
E. Average number of days complaints were pending at the time of dismissal	87	78	71	89	81
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2011 # / %	2nd Quarter FY 2011 # / %	3rd Quarter FY 2011 # / %	4th Quarter FY 2011 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter	1	0	4	1	6
B. Decisions finding discrimination without a hearing:	0	0	0	2	2
C. Decisions finding discrimination without a hearing broken down by basis:					
1. Race	0	0	0	0	0
a. American Indian/Alaskan Indian	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	1	1
a. Male:	0	0	0	0	0
b. Female:	0	0	0	1	1
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	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
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	0	1	1
a. Non-sexual:	0	0	0	0	0
b. Sexual:	0	0	0	1	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	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	4	2	7
F. Decisions involving discrimination after a hearing broken down by basis:					
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:	1	0	0	0	1
d. White:	0	0	0	0	0
2. Color	0	0	0	0	0
3. Sex:	1	0	1	1	3

a. Male:	1	0	0	0	1
b. Female:	0	0	1	1	2
4. Age:	0	0	1	0	1
5. Religion:	0	0	0	0	0
6. Reprisal:	1	0	2	2	5
7. National Origin:	1	0	0	0	1
a. Hispanic:	0	0	0	0	0
b. Other:	1	0	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	2	1	3
10. Non-EEO Basis	0	0	1	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:	1	0	0	1	2
a. Demotion:	0	0	0	0	0
b. Reprimand:	0	0	0	1	2
c. Suspension:	1	0	0	0	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:	1	0	1	3	5
a. Non-sexual:	1	0	1	2	4
b. Sexual:	0	0	0	1	0
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	0	0	1	1	2
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	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	3	0	3
VI. Status of all pending complaints	1st Quarter FY 2011	2nd Quarter FY 2011	3rd Quarter FY 2011	4th Quarter FY 2011	Year to Date Total
A. Number of complaints pending investigation:	15	30	79	99	223
B. Number of complaints pending hearing:	21	59	42	55	177
C. Number of complaints pending final agency action:	56	17	26	26	125
D. Number of complaints pending decision on appeal:	14	9	13	17	53

VII. Complaints not timely investigated	1 st Quarter FY 2011	2 nd Quarter FY 2011	3 rd Quarter FY 2011	4 th Quarter FY 2011	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	24	38	31	48	141