

COMPONENT: Bureau of Prisons Fourth Quarter No Fear Report (FY 2023)

EEO COMPLAINT DATA	1st Quarter FY 2023	2nd Quarter FY2023	3rd Quarter FY 2023	4th Quarter FY 2023	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter: Note: Only for the 1st qtr you use the number from the last FY.	1996	2037	2081	2114	2114
B. Filed during the quarter:	135	126	113	124	498
C. Pending, at any time, during the quarter:	2131	2163	2194	2238	2238
II. Number of Filers	1st Quarter FY 2023	2nd Quarter FY 2023	3rd Quarter FY 2023	4th Quarter FY 2023	Year to Date Total
A. Who had a complaint pending at the start of the quarter:	1996	2037	2081	2114	2114
B. Who filed a complaint during this quarter:	135	126	113	124	498
C. Who had a complaint pending at any time during this quarter:	2131	2163	2194	2238	2238
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 2023	2nd Quarter FY 2023	3rd Quarter FY 2023	4th Quarter FY 2023	Year to Date Total
A. Complaints filed during the quarter broken down by basis					
1. Race:	49	53	45	54	201
a. American Indian/Alaskan Native:	0	2	0	1	3
b. American Asian/Pacific Islander:	1	3	2	0	6
c. Black:	31	34	33	37	135
d. White:	14	7	8	9	38
e. Two or More Races	3	7	2	7	19
2. Color:	27	27	28	41	123
3. Sex:	65	53	52	49	219
a. Male:	21	18	15	17	71

b. Female:	44	35	37	32	148
4. Age:	31	33	23	27	114
5. Religion:	8	6	7	7	28
6. Reprisal:	74	72	66	67	279
7. Pregnancy (PDA):	7	2	2	3	14
8. National Origin:	9	14	10	16	49
a. Hispanic:	6	4	4	10	24
b. Other:	3	10	6	6	25
9. Equal Pay Act:	8	0	0	0	8
a. Male:	7	0	0	0	7
b. Female:	1	0	0	0	1
10. Disability:	26	36	40	23	125
11. Genetics	1	1	1	1	4
12. Non-EEO Basis:	10	11	7	19	47
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	1	1	1	2	5
2. Assignment of Duties:	20	9	0	11	40
3. Awards:	4	3	2	2	11
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	4	8	7	6	24
a. Demotion:	0	0	1	1	2
b. Reprimand:	1	1	0	0	2
c. Suspension:	0	3	3	4	10
d. Removal:	0	0	2	1	3
e. Other:	3	4	1	0	8
6. Duty Hours:	4	1	0	1	6
7. Perf. Eval/ Appraisal:	16	13	8	18	55
8. Examination/Test:	0	0	0	2	2

9. Harassment:	57	56	46	48	207
a. Non-sexual:	47	49	41	45	182
b. Sexual:	10	7	5	3	25
10. Medical Examination:	2	4	1	1	8
11. Pay Including Overtime:	5	0	4	4	13
12. Promotion/Non-Selection:	27	28	20	24	99
13. Reassignment:	6	3	3	1	13
a. Denied:	1	1	0	1	3
b. Directed:	5	2	3	0	10
14. Reasonable Accommodation Disability:	5	8	9	5	27
15. Reinstatement:	1	0	0	0	1
16. Religious Accommodation:	5	0	0	0	5
17. Retirement:	0	0	0	2	2
18. Sex-Stereotyping:	0	0	2	0	2
19. Telework:	3	1	0	1	5
20. Termination:	1	4	1	2	8
21. Terms/Conditions of Employment:	33	16	0	23	72
22. Time and Attendance:	6	3	8	6	23
23. Training:	3	1	3	2	9
24. Other:	1	1	0	1	3
IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2023	2nd Quarter FY 2023	3rd Quarter FY 2023	4th Quarter FY 2023	Year to Date Total
A. Average number of days for Investigation:	186	190	184	192	188
B. Average number of days for Final Agency Decision:	842	1084	993	842	940
C. Average number of days for Final Agency Action	1057	915	970	1520	1,116
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	1	1	3	1	6

E. Average number of days complaints were pending at the time of dismissal.	70	163	113	116	116
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2023 # / %	2nd Quarter FY 2023 # / %	3rd Quarter FY 2023 # / %	4th Quarter FY 2023 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter.	0	3	2	2	7
B. Decisions finding discrimination without a hearing:	0	2	0	1	3
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	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	0	1	0	0	1
a. Male:	0	0	0	0	0
b. Female:	0	1	0	0	1
4. Pregnancy (PDA):	0	0	0	0	0
5. Age:	0	0	0	0	0
6. Religion:	0	0	0	0	0
7. Reprisal:	0	0	0	1	1
8. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
9. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
10. Disability:	0	2	0	1	3

11. Genetics:	0	0	0	0	0
12. 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/Perm Status:	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. Perf. Eval/ 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	2	0	0	2
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 Disability:	0	0	0	1	1
15. Reinstatement:	0	0	0	0	0
16. Religious Accommodation:	0	0	0	0	0

17. Retirement:	0	0	0	0	0
18. Sex-Stereotyping:	0	0	0	0	0
19. Telework:	0	0	0	0	0
20. Termination:	0	0	0	0	0
21. Terms/Conditions of Employment:	0	0	0	0	0
22. Time and Attendance:	0	0	0	0	0
23. Training:	0	0	0	0	0
24. Other:	0	0	0	0	0
E. Decisions involving discrimination after a hearing:	0	1	2	1	4
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	0	0	1	0	1
a. American Indian	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	0	0	1	0	1
d. White:	0	0	0	0	0
e. Two or More races	0	0	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	0	1	1	1	3
a. Male:	0	0	0	0	0
b. Female:	0	1	1	1	3
4. Age:	0	0	0	1	1
5. Religion:	0	0	0	0	0
6. Reprisal:	0	1	2	1	4
7. Pregnancy (PDA):	0	0	0	0	0
8. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0

9. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
10. Disability:	0	0	0	1	1
11. Genetics:	0	0	0	0	0
12. 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/Perm Status:	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. Perf. Eval/ Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	1	1	0	2
a. Non-sexual:	0	0	0	0	0
b. Sexual:	0	1	1	0	2
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 Disability:	0	0	0	1	1
15. Religious Accommodation:	0	0	0	0	0
16. Reinstatement:	0	0	0	0	0
17. Sex-Stereotyping:	0	0	0	0	0
18. Retirement:	0	0	0	0	0
19. Telework:	0	0	0	0	0
20. Termination:	0	0	0	0	0
21. Terms/Conditions of Employment:	0	0	1	0	1
22. Time and Attendance:	0	0	1	0	1
23. Training:	0	0	0	0	0
24. Other:	0	0	0	0	0
VI. Status of all pending complaints	1st Quarter FY 2023	2nd Quarter FY 2023	3rd Quarter FY 2023	4th Quarter FY 2023	Year to Date Total
A. Number of complaints pending investigation:	215	236	182	218	218
B. Number of complaints pending hearing:	1003	1046	1055	1032	1032
C. Number of complaints pending final agency action:	724	723	758	769	769
D. Number of complaints pending decision on appeal:	11	14	14	21	21
VII. Complaints not timely investigated	1st Quarter FY 2023	2nd Quarter FY 2023	3rd Quarter FY 2023	4th Quarter FY 2023	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	1	1	0	1	3