

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Engraving and Printing (BEP)

For 3rd Quarter 2008 for period ending June 30, 2008

Note: Data provided through Treasury's new I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 7/2/08 for the current and past five fiscal years. Mixed Cases are included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed	48	40	24	33	39	25
Number of Complainants	48	40	24	33	39	25
Repeat Filers	0	0	0	0	4	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Race	32	24	11	6	24	12
Color	0	0	0	0	8	4
Religion	1	2	3	1	1	1
Reprisal	16	17	11	11	14	7
Sex	10	10	11	7	17	10
National Origin	7	4	5	7	5	3
Equal Pay Act	0	0	0	0	0	0
Age	10	8	7	8	8	5
Disability	3	5	4	8	3	4
Non-EEO	0	1	1	1	1	2

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Appointment/Hire	0	0	1	2	5	3
Assignment of Duties	6	7	0	8	7	3
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	6	1	0	0	2	0
Suspension	2	3	0	3	1	0
Removal	0	0	0	2	1	1
Other	0	0	0	3	4	2
Duty Hours	1	2	0	0	0	0
Evaluation Appraisal	1	1	1	2	1	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	14	9	6	6	12	6
Sexual	1	0	3	1	6	6
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	14	0	1	0	0	1
Promotion/Non-Selection	10	16	8	9	3	6
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	1	1	0	0	0
Reasonable Accommodation	0	0	0	1	1	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	2	0	1	1	3
Terms/Conditions of Employment	2	6	8	15	10	2
Time and Attendance	3	4	2	1	1	1
Training	2	3	1	2	0	0
Other	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation	254.58	231.94	308.94	296.46	250.96	235.42
Average number of days in final action	489.74	442.71	351.71	366.08	299.50	137.86
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	0	471.00	369.33	249.60	226.50
Average number of days in final action	1.00	0	0	3.25	7.62	11.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	254.58	231.94	259.08	274.60	251.76	236.47

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
Average number of days in final action	504.55	442.71	351.71	547.50	688.67	232.50

Complaints Dismissed by Agency*	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency	0	0	0	1	8	7
Average days pending prior to dismissal	0	0	0	452	579	197
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	9	12	4	8	5	4

* FY 2003-FY2005 data is not available due to migration to new ICMS.

Total Final Agency Actions Finding Discrimination*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 06-30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	1	100

* FY 2003-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2008 findings do not include AJ decisions not fully implemented.

Findings of Discrimination Rendered by Basis*	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
<i>Note: Complaints can be filed</i>	2003	2004	2005	2006	2007	

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 06-30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

* FY 2003-FY 2004 data is not available due to migration to new ICMS.

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years	101	80	55	43	51	55
Total Complainants	47	24	25	23	27	33
Number complaints pending						
Investigation	11	1	1	1	2	3
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	11	1	1	1	2	3
Final Agency Action	0	0	2	2	3	1

Complaint Investigations	Comparative Data	
	Previous Fiscal Year Data	2008

	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	14	9	10	11	5	10