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

Bureau of Engraving and Printing (BEP)

For 1st Quarter 2009 for period ending December 31, 2008

Note: Data provided through Treasury's I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 12/31/08 for the current and past five fiscal years. Mixed cases are included in this report.

		Comparative Data											
	I	Previous Fiscal Year Data											
Complaint Activity 2004 2005		2006	2007	2008	Thru 12-31								
Number of Complaints Filed	40	24	33	39	32	11							
Number of Complainants	40	24	33	39	32	10							
Repeat Filers	n/a	n/a	0	4	0	1							

		C	ompara	ative Da	ata	
Complaints by Basis	Pro					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 12- 31
Race	24	11	6	24	18	4
Color	0	0	0	8	6	0
Religion	2	3	1	1	1	0
Reprisal	17	11	11	14	13	1
Sex	10	11	7	17	13	3
National Origin	4	5	7	5	3	2
Equal Pay Act	0	0	0	0	0	0
Age	8	7	8	8	9	1
Disability	5	4	8	3	6	0

Complaints by Racis	Comparative Data								
Complaints by Basis	Pro								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 12- 31			
Non-EEO	1	1	1	1	2	3			

		C	ompara	ative Da	ata	
Complaints by Issue	Pre	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 12- 31
Appointment/Hire	0	1	2	5	3	0
Assignment of Duties	7	0	8	7	5	0
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	1	0	0	2	0	0
Suspension	3	0	3	1	0	0
Removal	0	0	2	1	1	0
Other	0	0	3	4	3	1
Duty Hours	2	0	0	0	0	0
Evaluation Appraisal	1	1	2	1	1	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	9	6	6	12	11	6
Sexual	0	3	1	6	8	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	0	1	0

		C	ompara	ative Da	ata	
Complaints by Issue	Pre					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 12- 31
Promotion/Non-Selection	16	8	9	3	7	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	1	1	0	0	0	0
Reasonable Accommodation	0	0	1	1	2	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	0	1	1	3	0
Terms/Conditions of Employment	6	8	15	10	2	0
Time and Attendance	4	2	1	1	1	3
Training	3	1	2	0	1	1
Other	0	0	0	0	1	0

		ı	Compara	tive Data	ı	
Processing Time		2009				
	2004	2005	2006	2007	2008	Thru 12-31
Complaints pending during fiscal year						
Average number of days in investigation	231.94	308.94	296.46	250.96	256.74	186.00
Average number of days in final action	442.71	351.71	366.08	299.50	117.06	53.25
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	471.00	369.33	249.60	273.78	186.00
Average number of days in final	0	0	3.25	7.62	10.89	6.33

	Comparative Data											
Processing Time		2009										
	2004	2005	2006	2007	2008	Thru 12-31						
action												
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	231.94	259.08	274.60	251.76	234.92	186.00						
Average number of days in final action	442.71	351.71	547.50	688.67	223.22	194.00						

		С	ompara	ative Da	ata			
	Pr	Previous Fiscal Year Data						
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 12-31		
Total Complaints Dismissed by Agency	0	0	1	8	8	2		
Average days pending prior to dismissal	0	0	452	579	260	439		
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	12	4	8	5	6	0		

^{*} FY 2004-FY 2005 data is not available due to migration to ICMS.

	Comparative Data													
		Р	rev	ious	Fis	scal	Yea	ar D	ata		_	009 nru		
Total Final Agency Actions		2004		2004		05	20	006 20		07	2008		12- 31	
Finding Discrimination*	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		0		1		0			
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0		
With Hearing	0	0	0	0	0	0	0	0	1	100	0	0		

^{*} FY 2004-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2009 findings do not include AJ decisions not fully implemented.

Findings of Discrimination	Comparative Data
----------------------------	------------------

		Р	rev	ious	Fis	scal	Ye	ar D	ata		1 -	009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	2004		2005		2006		07	2008		Thru 12- 31	
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination				C	om	par	ativ	e D	ata					
Rendered by Basis*	Previous Fiscal Year Data											2009		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2004		04 200		005 20		2006		6 200		2	2008		nru 2- 31
	#	%	#	%	#	%	#	%	#	%	#	%		
Findings Without Hearing	0		0		0		0		0		0			
Race	0	0	0	0	0	0	0	0	0	0	0	0		
Color	0	0	0	0	0	0	0	0	0	0	0	0		
Religion	0	0	0	0	0	0	0	0	0	0	0	0		
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0		
Sex	0	0	0	0	0	0	0	0	0	0	0	0		
National Origin	0	0	0	0	0	0	0	0	0	0	0	0		
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0		
Age	0	0	0	0	0	0	0	0	0	0	0	0		
Disability	0	0	0	0	0	0	0	0	0	0	0	0		
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0		

^{*} FY 2004-FY 2005 data is not available due to migration to ICMS.

				C	om	par	ativ	e D	ata	l										
		Р	rev	ious	Fis	scal	Yea	ar D	ata			09								
Findings of Discrimination		04	20	05	20	06	20	07	20	800	1	nru 2- 31								
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%								
Total Number Findings	0		0		0		0		1		0									
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0								
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0								
Awards	0	0	0	0	0	0	0	0	0	0	0	0								
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0								
Disciplinary Action																				

				C	or	par	ativ	e D	ata	 a									
		Previous Fiscal Year Data																	
Findings of Discrimination	20	04	20	2005		2006		07	2008		Thru 12- 31								
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%							
Demotion	0	0	0	0	0	0	0	0	0	0	0	0							
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0							
Suspension	0	0	0	0	0	0	0	0	0	0	0	0							
Removal	0	0	0	0	0	0	0	0	0	0	0	0							
Other	0	0	0	0	0	0	0	0	0	0	0	0							
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0							
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0							
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0							
Harassment																			
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0							
Sexual	0	0	0	0	0	0	0	0	0	0	0	0							
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0							
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0							
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0							
Reassignment												,							
Denied	0	0	0	0	0	0	0	0	0	0	0	0							
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	1	100	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							

				C	om	par	ativ	e D	ata			
		Р	rev	ious	Fis	scal	Yea	ar D	ata		1	09
Findings of Discrimination		04	20	2005		2006		07	2008		Thru 12- 31	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0

				C	om	par	ativ	e Da	ata								
		Р	rev	ious	Fis	scal	Yea	ar D	ata		2009 Thru						
Findings of Discrimination	20	04	20	2005 2		06	2007		2008		12- 31						
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%					
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	1	100	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					
Findings Without Hearing	0		0		0		0		0		0						
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0					
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0					
Awards	0	0	0	0	0	0	0	0	0	0	0	0					
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0					
Disciplinary Action																	
Demotion	0	0	0	0	0	0	0	0	0	0	0	0					
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0					
Suspension	0	0	0	0	0	0	0	0	0	0	0	0					
Removal	0	0	0	0	0	0	0	0	0	0	0	0					
Other	0	0	0	0	0	0	0	0	0	0	0	0					
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0					
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0					
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0					

				C	om	par	ativ	e Da	ata			
		Р	revi	ious	Fis	scal	Ye	ar D	ata)09 1ru
Findings of Discrimination		04	20	2005 2006 2007		20	12		1ru 2- 31			
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment				-			-					-
Denied	0	0	0	0	0	0	0	0	0	0	0	0
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 2004-FY 2005 data is not available due to migration to ICMS.

		Co	ompara	ative Da	ata							
	Pre	2009										
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 12- 31						
Total complaints from previous Fiscal Years	80	55	43	51	55	50						
Total Complainants	24	25	23	27	54	49						

	Comparative Data								
	Pre	ata	2009						
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 12- 31			
Number complaints pending									
Investigation	1	1	1	2	0	6			
ROI issued, pending Complainant's action	0	0	0	0	1	0			
Hearing	1	1	1	2	0	6			
Final Agency Action	0	2	2	3	0	0			

		Co	ompara	ative Da	ata									
	Pre	2009												
Complaint Investigations	2004	2005	2006	2007	2008	Thru 12- 31								
Pending Complaints Where Investigations Exceed Required Time Frames	9	10	11	5	2	1								