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

United States Mint (MINT)

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												
			2009										
Complaint Activity	2004	2005	2006	2007	2008	Thru 12-31							
Number of Complaints Filed	34	17	20	53	45	14							
Number of Complainants	34	17	20	53	44	14							
Repeat Filers	n/a	n/a	0	2	1	0							

		С	ompara	ative Da	ata	
Complaints by Basis	Pr	evious	Fiscal	Year Da	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
Race	16	10	12	30	22	8
Color	0	0	2	5	2	1
Religion	1	1	0	1	1	1
Reprisal	13	7	8	16	16	6
Sex	15	8	8	18	19	4
National Origin	4	4	1	6	6	2
Equal Pay Act	0	0	0	0	2	0
Age	11	3	6	18	19	5
Disability	5	3	2	8	5	2
Non-EEO	0	0	2	1	2	0

		C	ompara	ative Da	ata	
Complaints by Issue	Pr	evious	Fiscal	Year Da	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	0	0	2	2	1
Assignment of Duties	5	1	1	6	2	0
Awards	0	1	0	2	3	0
Conversion to Full-time	1	0	0	0	0	0
Disciplinary Action		-	-	-		
Demotion	0	1	1	1	1	0
Reprimand	0	1	0	2	2	2
Suspension	0	0	0	1	3	1
Removal	0	0	0	0	0	1
Other	0	0	3	1	1	0
Duty Hours	0	0	1	3	4	1
Evaluation Appraisal	1	0	0	2	4	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	9	3	11	25	19	5
Sexual	0	1	1	1	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	1	1	0
Promotion/Non-Selection	14	6	3	14	17	4
Reassignment						
Denied	0	0	1	0	0	0
Directed	3	0	1	1	0	0
Reasonable Accommodation	0	0	0	5	1	0
Reinstatement	1	0	0	0	0	0

		C	ompara	ative Da	ata	
Complaints by Issue	Pr	evious	Fiscal	Year Da	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
Retirement	1	0	0	1	0	0
Termination	1	0	1	3	0	0
Terms/Conditions of Employment	3	6	5	0	1	0
Time and Attendance	1	0	1	3	2	0
Training	0	1	0	6	3	1
Other	0	0	0	1	0	0

		(Compara	tive Data	ı	
Processing Time		Previous	Fiscal Y	'ear Data		2009 Thru
	2004	2005	2006	2007	2008	12-31
Complaints pending during fiscal year						
Average number of days in investigation	218.44	298.96	272.00	247.31	248.45	268.64
Average number of days in final action	599.09	197.67	14.00	68.64	108.94	33.12
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.47	296.25	269.57	239.41	242.29	232.33
Average number of days in final action	0	0	3.75	3.60	6.17	3.25
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	220.79	301.91	276.25	258.50	254.13	282.25
Average number of days in final action	599.09	197.67	34.50	122.83	170.60	63.00

	Comparative Data											
	Pro	Previous Fiscal Year Data										
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 12- 31						
Total Complaints Dismissed by Agency	0	0	1	5	4	1						
Average days pending prior to dismissal	0	0	2464	156	113	49						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	3	4	2	1	1						

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

	Comparative Data												
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		1	009	
Total Final Agency Actions Finding	20	04	20	05	20	06	20	07	20	800	1	nru 2- 31	
Discrimination*	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0	_	0		0	_	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	0	0	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				С	om	para	tive	e Da	ta				
Rendered by Basis*		Pr	evi	ous	Fis	cal	Yea	r Da	ata		2009 Thru		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	04	20	05	20	06	20	07	20	800	1	1ru 2- 31	
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	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	

Findings of Discrimination				С	om	para	tive	e Da	ıta			
Rendered by Basis*		Pr	evi	ous	Fis	cal	Yea	r Da	ata			009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	04	20	05	2006		20	07	20	800	1	nru 2- 31
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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
Findings After 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
Findings Without Hearing	0		0		0		0		0		0	L
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

Findings of Discrimination				С	om	para	tive	e Da	ta			
Rendered by Basis*		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		2009 Thru	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	2004 2005		2005 2006		2007		2008		1	nru 2- 31	
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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.

				С	om	para	tive	e Da	ıta					
		Pr	evi	ous	Fis	cal	Yea	r Da	ata		_	009		
Findings of Discrimination					2005 200		5 2006		20	07	2008		1	nru 2- 31
Rendered by Issue*	# % #			%	#	%	#	%	#	%	#	%		
Total Number Findings	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		

				С	om	para	ntiv	e Da	ıta			
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		1 -	009
Findings of Discrimination	20	04	20	05	20	06	20	07	20	800	1	nru 2- 31
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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	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
Findings After Hearing	0		0		0		0		0		0	

				С	om	para	tiv	e Data										
		Previous Fiscal Year Data										009						
Findings of Discrimination	20	04	20	2005		2006		07	2008		Thru 12- 31							
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%						
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						
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						

				С	om	para	tiv	e Da	ata									
	Previous Fiscal Year Data										2009							
Findings of Discrimination	20	04	20	2005 20		2006		2007		2008		Thru 12- 31						
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%						
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						
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						
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						

				С	om	para	tiv	e Da	ıta	ta										
		Previous Fiscal Year Data										2009								
Findings of Discrimination Rendered by Issue*	20	04	2005		2006		2007		2008		1	hru 2- 31								
	#	%	#	%	#	%	#	%	#	%	#	%								
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.

	Comparative Data									
	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	41	48	40	37	67	76				
Total Complainants	41	48	40	37	66	70				
Number complaints pending										
Investigation	0	2	2	0	2	14				
ROI issued, pending Complainant's action	0	0	0	0	0	3				

		C	Comparative Data									
	Pre	ata	2009									
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 12- 31						
Hearing	0	2	2	0	2	14						
Final Agency Action	1	1	0	0	2	2						

	Comparative Data										
	Pre	2009 Thru									
Complaint Investigations	2004	2005	2006	2007	2008	12- 31					
Pending Complaints Where Investigations Exceed Required Time Frames	7	5	4	7	7	5					