

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.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
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

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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
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

Complaints Dismissed by Agency*	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
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.

Total Final Agency Actions Finding Discrimination*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 12-31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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
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	Previous Fiscal Year Data										2009 Thru 12- 31	
	2004		2005		2006		2007		2008		#	%
	#	%	#	%	#	%	#	%	#	%		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not 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 Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 12- 31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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.

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years	80	55	43	51	55	50
Total Complainants	24	25	23	27	54	49

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
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

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames	9	10	11	5	2	1