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

Bureau of Engraving and Printing (BEP)

For 2nd Quarter 2009 for period ending March 31, 2009

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 4/3/09 for the current and past five fiscal years. Mixed cases are included in this report.

	Comparative Data												
	F	Previous	Fiscal \	ear Data	a	2009							
Complaint Activity	2004	2005	2006	2007	2008	Thru 03-31							
Number of Complaints Filed	40	24	33	39	32	28							
Number of Complainants	40	24	33	39	32	27							
Repeat Filers	n/a	n/a	0	4	0	1							

		C	ompara	ative Da	ata	
Complaints by Basis	Pro	evious	Fiscal	Year D	ata	
<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	2009 Thru 03- 31
Race	24	11	6	24	18	14
Color	0	0	0	8	6	2
Religion	2	3	1	1	1	0
Reprisal	17	11	11	14	13	9
Sex	10	11	7	17	13	8
National Origin	4	5	7	5	3	4
Equal Pay Act	0	0	0	0	0	0
Age	8	7	8	8	9	4
Disability	5	4	8	3	6	4
Non-EEO	1	1	1	1	2	6

		C	ompara	ative Da	ata	
Complaints by Issue	Pro	evious	Fiscal	Year D	ata	
<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	2009 Thru 03- 31
Appointment/Hire	0	1	2	5	3	2
Assignment of Duties	7	0	8	7	5	1
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	4
Suspension	3	0	3	1	0	0
Removal	0	0	2	1	1	0
Other	0	0	3	4	3	2
Duty Hours	2	0	0	0	0	3
Evaluation Appraisal	1	1	2	1	1	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	9	6	6	12	11	13
Sexual	0	3	1	6	8	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	0	1	1
Promotion/Non-Selection	16	8	9	3	7	6
Reassignment						
Denied	0	0	0	0	0	3
Directed	1	1	0	0	0	1
Reasonable Accommodation	0	0	1	1	2	0
Reinstatement	0	0	0	0	0	0

Complaints by Issue	Pro	evious	Fiscal	Year D	ata	
<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	2009 Thru 03- 31
Retirement	0	0	0	0	0	0
Termination	2	0	1	1	3	0
Terms/Conditions of Employment	6	8	15	10	2	2
Time and Attendance	4	2	1	1	1	4
Training	3	1	2	0	1	4
Other	0	0	0	0	1	1

		C	Compara	tive Dat	a	
	F	Previous	а	2009		
Processing Time	2004	2005	2006	2007	2008	Thru 03-31
Complaints pending during fiscal year						
Average number of days in investigation	231.94	308.94	296.46	250.96	258.85	198.22
Average number of days in final action	442.71	351.71	366.08	299.50	117.06	44.40
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	471.00	369.33	249.60	273.78	211.60
Average number of days in final action	0	0	3.25	7.62	10.89	7.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	231.94	259.08	274.60	251.76	238.09	181.50
Average number of days in final action	442.71	351.71	547.50	688.67	223.22	194.00

	Comparative Data											
	Pre	Previous Fiscal Year Data										
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 03- 31						
Total Complaints Dismissed by Agency	0	0	1	8	8	3						
Average days pending prior to dismissal	0	0	452	579	260	307						
Complaints Withdrawn by Complainants		-	-	·	-	-						
Total Complaints Withdrawn by Complainants	12	4	8	5	6	1						

* Complete data for FY 2004-2005 is not available due to migration to ICMS.

	Comparative Data													
		Р	rev	ious	; Fis	scal	Ye	ar D	ata		-)09 hru		
Total Final Agency Actions	2004		20	05	20	2006		2006		07	2	800	0	3- 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											
Rendered by Basis*	Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	20	004	20	05	20	06	20	07	2	008	0	nru 3- 81
	#	%	#	%	#	%	#	%	#	%	#	%
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

Findings of Discrimination				C	com	par	ativ	e Da	ata			
Rendered by Basis*		Ρ	rev	ious	s Fis	scal	Ye	ar D	ata			009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	004	20	005	20	006	20	07	2	008	0	nru 3- 31
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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 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

Findings of Discrimination				C	:om	par	ativ	e Da	ata					
Rendered by Basis*		Ρ	rev	ious	s Fis	scal	Ye	ar D	ata		2009			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not</i>	2004		2005		2006		06 20		2007		2008		0	nru 13- 131
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		

* Complete data for FY 2004-2005 is not available due to migration to ICMS.

				C	om	par	ativ	e Da	ata							
		Ρ	rev	ious	; Fis	scal	Yea	ar D	ata		-)09				
Findings of Discrimination	20	2004		2004		2005		2006		006 20		2007		008	0	nru 3- 81
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					•		•									
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				

				C	om	par	ativ	e Da	ata			
		Ρ	rev	ious	; Fis	scal	Yea	ar D	ata			009
Findings of Discrimination	20	004	20	005	20	06	20	07	2	800	0	nru 3- 81
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	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 After Hearing	0		0		0	_	0	_	1		0	

		Comparative Data											
Findings of Discrimination Rendered by Issue*		Ρ	rev	ious	s Fis	scal	Yea	ar D	ata		2009		
	20	2004		2005 2		2006		2007		2008		Thru 03- 31	
	#	%	#	%	#	%	#	%	#	%	#	%	
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	

	Comparative Data											
		Ρ	rev	ious	s Fis	scal	Yea	ar D	ata		2009	
Findings of Discrimination Rendered by Issue*	2004		2005		2006		2007		2008		Thru 03- 31	
	#	%	#	%	#	%	#	%	#	%	#	%
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
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

		Comparative Data												
		Previous Fiscal Year Data												
Findings of Discrimination	20	2004		2005		2006		2007		2008		hru)3- 31		
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%		
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		

* Complete data for FY 2004-2005 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 03- 31				
Total complaints from previous Fiscal Years	80	55	43	51	54	49				
Total Complainants	24	25	23	27	53	48				
Number complaints pending										
Investigation	1	1	1	2	0	4				
ROI issued, pending Complainant's action	0	0	0	0	1	0				

		ata				
	Pre	2009				
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 03- 31
Hearing	1	1	1	2	0	4
Final Agency Action	0	2	2	3	0	1

	Pre	ata	2009 Thru					
Complaint Investigations	2004	2005	2006	2007	2008	03- 31		
Pending Complaints Where Investigations Exceed Required Time Frames	9	10	11	5	2	5		