

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

**United States Mint (MINT)**

**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.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 03-31
	2004	2005	2006	2007	2008	
Number of Complaints Filed	34	17	20	53	45	30
Number of Complainants	34	17	20	53	44	30
Repeat Filers	n/a	n/a	0	2	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 03-31
<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	16	10	12	30	22	14
Color	0	0	2	5	2	3
Religion	1	1	0	1	1	1
Reprisal	13	7	8	16	17	14
Sex	15	8	8	18	19	12
National Origin	4	4	1	6	6	2
Equal Pay Act	0	0	0	0	2	0
Age	11	3	6	18	19	12
Disability	5	3	2	8	5	8
Non-EEO	0	0	2	1	2	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 03- 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	0	0	2	2	1
Assignment of Duties	5	1	1	6	3	2
Awards	0	1	0	2	3	1
Conversion to Full-time	1	0	0	0	0	0
<b>Disciplinary Action</b>						
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	5	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	9	3	11	25	20	12
Sexual	0	1	1	1	1	1
Medical Examination	0	0	0	0	0	1
Pay (Including Overtime)	0	0	1	1	1	1
Promotion/Non-Selection	14	6	3	14	17	7
<b>Reassignment</b>						
Denied	0	0	1	0	0	0
Directed	3	0	1	1	0	1
Reasonable Accommodation	0	0	0	5	1	3
Reinstatement	1	0	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 03- 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	
Retirement	1	0	0	1	0	0
Termination	1	0	1	3	0	1
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	2
Other	0	0	0	1	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 03-31
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	218.44	298.96	272.00	247.31	255.80	267.58
Average number of days in final action	599.09	197.67	14.00	68.64	108.94	62.20
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.47	296.25	269.57	239.41	253.75	247.86
Average number of days in final action	0	0	3.75	3.60	6.17	4.86
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	220.79	301.91	276.25	258.50	257.97	279.08
Average number of days in final action	599.09	197.67	34.50	122.83	170.60	112.38













Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 03- 31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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

\* Complete data for FY 2004-2005 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 03- 31
	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years	41	48	40	37	67	76
Total Complainants	41	48	40	37	66	70
<b>Number complaints pending</b>						
Investigation	0	2	2	0	2	8

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2009 Thru 03- 31</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	0	2	2	0	2	8
Final Agency Action	1	1	0	0	2	4

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2009 Thru 03- 31</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	7	5	4	7	7	9