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

Bureau of Engraving and Printing (BEP)

For 3rd Quarter 2008 for period ending June 30, 2008

Note: Data provided through Treasury's new I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 7/2/08 for the current and past five fiscal years. Mixed Cases are included in this report.

	Comparative Data											
	F	2008										
Complaint Activity	2003	003 2004		2006	2007	Thru 06-30						
Number of Complaints Filed	48	40	24	33	39	25						
Number of Complainants	48	40	24	33	39	25						
Repeat Filers	0	0	0	0	4	0						

		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>	2003	2004	2005	2006	2007	2008 Thru 06- 30	
Race	32	24	11	6	24	12	
Color	0	0	0	0	8	4	
Religion	1	2	3	1	1	1	
Reprisal	16	17	11	11	14	7	
Sex	10	10	11	7	17	10	
National Origin	7	4	5	7	5	3	
Equal Pay Act	0	0	0	0	0	0	
Age	10	8	7	8	8	5	
Disability	3	5	4	8	3	4	
Non-EEO	0	1	1	1	1	2	

	Comparative Data										
Complaints by Issue	Pre	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>	2003	2004	2005	2006	2007	2008 Thru 06- 30					
Appointment/Hire	0	0	1	2	5	3					
Assignment of Duties	6	7	0	8	7	3					
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	6	1	0	0	2	0					
Suspension	2	3	0	3	1	0					
Removal	0	0	0	2	1	1					
Other	0	0	0	3	4	2					
Duty Hours	1	2	0	0	0	0					
Evaluation Appraisal	1	1	1	2	1	0					
Examination/Test	0	0	0	0	0	0					
Harassment											
Non-Sexual	14	9	6	6	12	6					
Sexual	1	0	3	1	6	6					
Medical Examination	0	0	0	0	0	0					
Pay (Including Overtime)	14	0	1	0	0	1					
Promotion/Non-Selection	10	16	8	9	3	6					
Reassignment											
Denied	0	0	0	0	0	0					
Directed	0	1	1	0	0	0					
Reasonable Accommodation	0	0	0	1	1	1					

		C	ompara	ative Da	ata				
Complaints by Issue	Previous Fiscal Year Data								
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	2008 Thru 06- 30			
Reinstatement	0	0	0	0	0	0			
Retirement	0	0	0	0	0	0			
Termination	2	2	0	1	1	3			
Terms/Conditions of Employment	2	6	8	15	10	2			
Time and Attendance	3	4	2	1	1	1			
Training	2	3	1	2	0	0			
Other	0	0	0	0	0	0			

		C	Compara	tive Dat	а	
	P	Previous	Fiscal \	ear Dat	а	2008
Processing Time	2003	2004	2005	2006	2007	Thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation	254.58	231.94	308.94	296.46	250.96	235.42
Average number of days in final action	489.74	442.71	351.71	366.08	299.50	137.86
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	0	471.00	369.33	249.60	226.50
Average number of days in final action	1.00	0	0	3.25	7.62	11.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	254.58	231.94	259.08	274.60	251.76	236.47

	Comparative Data											
Previous Fiscal Year Data												
Processing Time	2003	2004	2005	2006	2007	Thru 06-30						
Average number of days in final action	504.55	442.71	351.71	547.50	688.67	232.50						

	Comparative Data										
	Pro	Previous Fiscal Year Data									
Complaints Dismissed by Agency*	2003	2004	2005	2006	2007	Thru 06- 30					
Total Complaints Dismissed by Agency	0	0	0	1	8	7					
Average days pending prior to dismissal	0	0	0	452	579	197					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	9	12	4	8	5	4					

* FY 2003-FY2005 data is not available due to migration to new ICMS.

	Comparative Data													
		Previous Fiscal Year Data									2008			
Total Final Agency Actions	200	2003		2003 20		2004		2005		06	20	07		hru 6-30
Finding Discrimination*	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		0		0		1			
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	1	100		

* FY 2003-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2008 findings do not include AJ decisions not fully implemented.

Findings of Discrimination	Comparative Data									
Rendered by Basis*	Rendered by Basis* Previous Fisca									
Note: Complaints can be filed	2003 2004 2005 2006 2007 06-3									

	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	-	0		0		0		0	-	1	
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	1	100
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		1	
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	1	100
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		1	
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	om	para	ativ	e Da	ata				
Rendered by Basis*	Previous Fiscal Year Data											2008	
Note: Complaints can be filed	2003		2004		2005		2006		2007		Thru 06-30		
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Reprisal	0	0	0	0	0	0	0	0	0	0	1	100	
Sex	0	0	0	0	0	0	0	0	0	0	1	100	
National Origin	0	0	0	0	0	0	0	0	0	0	1	100	
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 2003-FY 2004 data is not available due to migration to new ICMS.

				C	com	para	ativ	e Da	ata				
		Previous Fiscal Year Data									2008		
Findings of Discrimination	20	2003		2004		005	200		06 20			Thru 06-30	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0		1		
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	

	Comparative Data												
Findings of Discrimination		Previous Fiscal Year Data										800	
	20	2003		2004		2005		2006		2007		hru 6-30	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
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	1	100	
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	
			1						1		1		
Findings After Hearing	0	_	0		0		0		0		1		
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	

	Comparative Data											
Findings of Discrimination		Previous Fiscal Year Data										
	20	2003 2		2004		2005		2006		2007		hru 6-30
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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
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	1	100
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data											
		Previous Fiscal Year Data										800
Findings of Discrimination	20	2003		2004		2005		2006		2007		hru 6-30
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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
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

	Comparative Data												
Findings of Discrimination Rendered by Issue*	Previous Fiscal Year Data											2008	
	20	2003		3 2004		2005		2006		2007		hru 5-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
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 2003-FY 2004 data is not available due to migration to new ICMS.

	Comparative Data										
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	2008									
	2003	2004	2005	2006	2007	Thru 06- 30					
Total complaints from previous Fiscal Years	101	80	55	43	51	55					
Total Complainants	47	24	25	23	27	33					
Number complaints pending											
Investigation	11	1	1	1	2	3					
ROI issued, pending Complainant's action	0	0	0	0	0	0					
Hearing	11	1	1	1	2	3					
Final Agency Action	0	0	2	2	3	1					

Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data	2008			

	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	14	9	10	11	5	10