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

## **United States Mint (MINT)**

## 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											
	Previous Fiscal Year Data											
Complaint Activity	2003	2004	2005	2006	2007	Thru 06-30						
Number of Complaints Filed	34	34	17	20	54	34						
Number of Complainants	34	34	17	20	54	34						
Repeat Filers	0	0	0	0	2	0						

		C	ompara	ative Da	ata	
Complaints by Basis	Pre					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	2008 Thru 06- 30
Race	11	16	10	12	31	16
Color	0	0	0	2	6	2
Religion	2	1	1	0	1	0
Reprisal	8	13	7	8	17	13
Sex	16	15	8	8	18	14
National Origin	5	4	4	1	6	5
Equal Pay Act	0	0	0	0	0	2
Age	6	11	3	6	18	12
Disability	3	5	3	2	9	4
Non-EEO	3	0	0	2	2	2

	Comparative Data										
Complaints by Issue	Pre	evious	Fiscal	Year D	ata						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	2008 Thru 06- 30					
Appointment/Hire	0	0	0	0	2	2					
Assignment of Duties	6	5	1	1	6	2					
Awards	1	0	1	0	3	3					
Conversion to Full-time	0	1	0	0	0	0					
Disciplinary Action	·	-									
Demotion	0	0	1	1	1	0					
Reprimand	3	0	1	0	2	2					
Suspension	1	0	0	0	1	3					
Removal	0	0	0	0	0	0					
Other	0	0	0	3	1	1					
Duty Hours	2	0	0	1	4	3					
Evaluation Appraisal	1	1	0	0	3	3					
Examination/Test	0	0	0	0	0	0					
Harassment											
Non-Sexual	11	9	3	11	25	15					
Sexual	3	0	1	1	1	1					
Medical Examination	0	0	0	0	0	0					
Pay (Including Overtime)	2	0	0	1	1	1					
Promotion/Non-Selection	9	14	6	3	14	10					
Reassignment											
Denied	0	0	0	1	0	0					
Directed	1	3	0	1	1	0					
Reasonable Accommodation	0	0	0	0	6	1					

		C	ompara	ative Da	ata					
Complaints by Issue	Previous Fiscal Year Data									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	2008 Thru 06- 30				
Reinstatement	0	1	0	0	0	0				
Retirement	0	1	0	0	1	0				
Termination	3	1	0	1	3	0				
Terms/Conditions of Employment	6	3	6	5	0	1				
Time and Attendance	3	1	0	1	3	1				
Training	2	0	1	0	7	3				
Other	0	0	0	0	1	0				

		C	ompara	tive Dat	а	l
	F	revious	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	203.81	220.79	303.00	258.33	219.91	241.41
Average number of days in final action	513.79	599.09	197.67	14.00	68.64	95.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	0	309.00	244.00	170.50	254.00
Average number of days in final action	0	0	0	3.75	3.60	15.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	203.81	220.79	301.91	276.25	238.44	241.03

	Comparative Data											
	Previous Fiscal Year Data											
Processing Time	2003 2004 2005 2006 2007											
Average number of days in final action	513.79	599.09	197.67	34.50	122.83	111.40						

		C	ompara	ative Da	ata					
	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	5	4				
Average days pending prior to dismissal	0	0	0	2464	156	113				
Complaints Withdrawn by Complainants										
Total Complaints Withdrawn by Complainants	4	3	3	4	2	1				

<sup>\*</sup> FY 2003-FY2005 data is not available due to migration to new ICMS.

	Comparative Data											
		Previous Fiscal Year Data									-	
Total Final Agency Actions Finding Discrimination*	20	03	20	04	20	05	20	06	20	(		nru 16- 30
	#	%	#	%	#	%	#	%	#	%	#	%
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

<sup>\*</sup> 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*	Pr	Previous Fiscal Year Data									
Note: Complaints can be filed alleging multiple bases.	2003	2004	2005	2006	2007	Thru 06- 30					

	#	%	#	%	#	%	#	%	#	%	#	%
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
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	
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	ta			
Rendered by Basis*	Previous Fiscal Year Data										2008	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and	2003		2004		2005		2006		2007		Thru 06- 30	
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

<sup>\*</sup> FY 2003-FY 2004 data is not available due to migration to new ICMS.

				С	om	para	ativ	e Da	ıta			
		Pr	evi	ous	Fis	cal	Yea	r Da	ata		2008	
Findings of Discrimination	2003		2003 200		20	2005		006 20		07	0	nru 16- 30
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
Removal	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data												
	Previous Fiscal Year Data										2008 Thru		
Findings of Discrimination	20	2003 2004		2004 2005			5 2006		2007		0	1ru 6- 30	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
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		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	

		Comparative Data												
		Previous Fiscal Year Data												
Findings of Discrimination	20	003	20	04	20	05	20	06	20	07	0	nru 6- 80		
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%		
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		
Retirement	0	0	0	0	0	0	0	0	0	0	0	0		

	Comparative Data												
	Previous Fiscal Year Data										2008 Thru		
Findings of Discrimination	20	2003 200		2004 2005			2006		6 200		0	06- 30	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
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	
Medical Examination	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		07	0	hru 16- 30
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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

<sup>\*</sup> FY 2003-FY 2004 data is not available due to migration to new ICMS.

		ata					
	Pro	2008					
Pending Complaints Filed in Previous Fiscal Years by Status	2003	2004	2005	2006	2007	Thru 06- 30	
Total complaints from previous Fiscal Years	54	41	48	40	37	68	
Total Complainants	22	15	26	18	19	48	
Number complaints pending							
Investigation	0	0	2	2	0	4	
ROI issued, pending Complainant's action	0	0	0	0	0	4	
Hearing	0	0	2	2	0	4	

	Comparative Data											
	Previous Fiscal Year Data											
Pending Complaints Filed in Previous Fiscal Years by Status	2003	2004	2005	2006	2007	Thru 06- 30						
Final Agency Action	0	1	1	0	0	4						

	Comparative Data								
	Pre	2008 Thru							
Complaint Investigations	2003 2004		2005	2006	2007	06- 30			
Pending Complaints Where Investigations Exceed Required Time Frames	0	7	5	4	7	7			