

**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.

| Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2009 Thru 03-31 |
| | 2004 | 2005 | 2006 | 2007 | 2008 | |
| 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 |

| 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 | 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 |

| 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 | 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 | 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 | 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 |

| 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 | 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 |

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

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

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

| Complaint Investigations | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
| | Previous Fiscal Year Data | | | | | 2009 Thru 03- 31 |
| | 2004 | 2005 | 2006 | 2007 | 2008 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 9 | 10 | 11 | 5 | 2 | 5 |