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

## **Bureau of Engraving and Printing (BEP)**

## For 3rd Quarter 2009 for period ending June 30, 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 6/30/09 for the current and past five fiscal years. Mixed cases are included in this report.

		(	Compara	ative Dat	а	
	F	Previous	Fiscal Y	ear Data	a	2009
Complaint Activity	2004	2005	2006	2007	2008	Thru 06-30
Number of Complaints Filed	40	24	33	39	32	43
Number of Complainants	40	24	33	39	32	42
Repeat Filers	n/a	n/a	0	4	0	1

		C	ompara	ative Da	ata	
Complaints by Basis	Pro	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 06- 30
Race	24	11	6	24	18	21
Color	0	0	0	8	6	3
Religion	2	3	1	1	1	0
Reprisal	17	11	11	14	13	13
Sex	10	11	7	17	13	15
National Origin	4	5	7	5	3	5
Equal Pay Act	0	0	0	0	0	0
Age	8	7	8	8	9	8
Disability	5	4	8	3	6	9
Non-EEO	1	1	1	1	2	6

	Comparative Data										
Complaints by Issue	Pro	evious	Fiscal	Year D	ata						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 06- 30					
Appointment/Hire	0	1	2	5	3	6					
Assignment of Duties	7	0	8	7	5	2					
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	1					
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	15					
Sexual	0	3	1	6	8	2					
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	10					
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					

		Co	ompara	ative Da	ata	
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.	2004	2005	2006	2007	2008	2009 Thru 06- 30
Retirement	0	0	0	0	0	0
Termination	2	0	1	1	3	0
Terms/Conditions of Employment	6	8	15	10	2	3
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	а	
	F	revious	Fiscal \	ear Dat	а	2009
Processing Time	2004	2005	2006	2007	2008	Thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation	231.94	308.94	296.46	250.96	258.85	215.93
Average number of days in final action	442.71	351.71	366.08	299.50	117.06	38.38
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	471.00	369.33	249.60	273.78	223.43
Average number of days in final action	0	0	3.25	7.62	10.89	8.17
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	209.38
Average number of days in final action	442.71	351.71	547.50	688.67	223.22	129.00

	Comparative Data											
	Pro	evious	Fiscal	Year D	ata	2009						
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 06- 30						
Total Complaints Dismissed by Agency	0	0	1	8	8	5						
Average days pending prior to dismissal	0	0	452	579	260	294						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	12	4	8	5	6	5						

<sup>\*</sup> Complete data for FY 2004-2005 is not available due to migration to ICMS.

								e Da				
Total Final Agency Actions	2004			ious )05			Year D 2007		2008		Tł 0	009 nru 06- 30
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

<sup>\*</sup> 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*		Р	rev	ious	Fis	scal	Yea	ar D	ata		1 -	009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	20	04	20	05	20	06	20	07	2	008	0	nru 6- 80
	#	%	#	%	#	%	#	%	#	%	#	%
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	on	par	ativ	e D	ata			
Rendered by Basis*		Р	rev	ious	Fi	scal	Ye	ar D	ata		l	009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	04	20	05	20	006	20	07	2	800	0	nru 6- 80
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 D	ata				
Rendered by Basis*		Р	rev	ious	Fis	scal	Yea	ar D	ata		1	09	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	2004		2004 2005		2005 2006		2007		2	800	Thru 06- 30	
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	

<sup>\*</sup> Complete data for FY 2004-2005 is not available due to migration to ICMS.

				C	om	par	ativ	e Da	ata					
		Р	rev	ious	Fis	scal	Yea	ar D	ata		_	09		
Findings of Discrimination	20	04	20	2005		2006		006 20		2007		800	0	nru 6- 80
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	or	par	ativ	e D	ata			
		Р	rev	ious	Fis	scal	Ye	ar D	ata		1	009
Findings of Discrimination	20	04	20	05	20	06	20	07	2	008	0	nru 6- 80
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											
		Р	rev	ious	Fis	scal	Yea	ar D	ata		2009	
Findings of Discrimination	20	04	20	05	2006		2007		2008		Thru 06- 30	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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											
	Previous Fiscal Year Data										2009	
Findings of Discrimination		04	2005		2006		2007		2008		Thru 06- 30	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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

				C	om	par	ativ	e D	ata										
	Previous Fiscal Year Data											2009							
Findings of Discrimination Rendered by Issue*	20	2004 2005		2006		2007		2008		Thru 06- 30									
	#	%	#	%	#	%	#	%	#	%	#	%							
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							

<sup>\*</sup> Complete data for FY 2004-2005 is not available due to migration to ICMS.

	Comparative Data									
	Pre	ata	2009							
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 06- 30				
Total complaints from previous Fiscal Years	80	55	43	51	54	48				
Total Complainants	24	25	23	27	53	47				
Number complaints pending										
Investigation	1	1	1	2	0	1				
ROI issued, pending Complainant's action	0	0	0	0	1	1				

		C	Comparative Data								
	Pre	2009									
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 06- 30					
Hearing	1	1	1	2	0	1					
Final Agency Action	0	2	2	3	0	0					

	Pre	2009 Thru				
Complaint Investigations	2004	2005	2006	2007	2008	06- 30
Pending Complaints Where Investigations Exceed Required Time Frames	9	10	11	5	2	8