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

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

## 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	34	17	20	53	45	39
Number of Complainants	34	17	20	53	44	38
Repeat Filers	n/a	n/a	0	2	1	1

		C	ompara	ative Da	ata	
Complaints by Basis	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
Race	16	10	12	30	22	19
Color	0	0	2	5	2	4
Religion	1	1	0	1	1	1
Reprisal	13	7	8	16	17	19
Sex	15	8	8	18	19	17
National Origin	4	4	1	6	6	2
Equal Pay Act	0	0	0	0	2	0
Age	11	3	6	18	19	14
Disability	5	3	2	8	5	10
Non-EEO	0	0	2	1	2	1

		C	ompara	ative Da	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equatotal complaints filed.  Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed	Pro	evious	Fiscal	Year D	ata	
alleging multiple bases. The sum of the bases may not equal	2004	2005	2006	2007	2008	2009 Thru 06- 30
Appointment/Hire	0	0	0	2	2	1
Assignment of Duties	5	1	1	6	3	4
Awards	0	1	0	2	3	2
Conversion to Full-time	1	0	0	0	0	0
Disciplinary Action						
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
Harassment		-	-	-	-	
Non-Sexual	9	3	11	25	20	16
Sexual	0	1	1	1	1	2
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
Reassignment						
Denied	0	0	1	0	0	0
Directed	3	0	1	1	0	1
Reasonable Accommodation	0	0	0	5	1	4
Reinstatement	1	0	0	0	0	0

		C	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	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	3
Other	0	0	0	1	0	0

		C	ompara	tive Dat	а	
	P	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	218.44	298.96	272.00	247.31	255.80	259.10
Average number of days in final action	599.09	197.67	14.00	68.64	108.94	66.18
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	265.21
Average number of days in final action	0	0	3.75	3.60	6.17	4.20
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	255.68
Average number of days in final action	599.09	197.67	34.50	122.83	170.60	117.83

	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	5	4	8						
Average days pending prior to dismissal	0	0	2464	156	113	63						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	3	4	2	1	6						

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

	Comparative Data													
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata			009		
Total Final Agency Actions Finding	2004		2005		2005 20		2006		20	07	2008		0	nru 16- 30
Total Final Agency Actions Finding Discrimination*	#	%	#	%	#	%	#	%	#	%	#	%		
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 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*		Pr	evi	ous	Fis	cal	Yea	r Da	ata		1	009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and	20	04	20	05	20	06	20	07	20	800	0	nru 16- 30
findings.	#	%	#	%	#	%	#	%	#	%	#	%
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

Findings of Discrimination				С	om	para	tive	e Da	ıta			
Rendered by Basis*		Pr	evi	ous	Fis	cal	Yea	r Da	ata		1	009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	04	20	05	20	06	20	07	20	800	0	nru 6- 80
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
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

Findings of Discrimination				С	om	para	tive	e Da	ta			
Rendered by Basis*		Pr	evi	ous	Fis	cal	Yea	r Da	ata		-	009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	04	20	05	20	06	20	07	20	800	0	nru 6- 80
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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

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

		Comparative Data																												
		Pr	evi	ous	Fis	cal	Yea	r Da	ata		-	09																		
Findings of Discrimination	20	2004		2004 20		2004 2005 2006		2005		2005 20		2006		2006		2006		2006		2006		2006		2006		07	20	800	0	nru 6- 80
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																						
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0																		

				С	om	para	tiv	e Da	ta			
		Pr	evi	ous	Fis	cal	Yea	r Da	ata		1	009
Findings of Discrimination	20	04	20	05	20	06	20	07	20	800	0	nru 16- 30
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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	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

	С	omparative Data										
		Pr	revious Fiscal Year Data								2009 Thru	
Findings of Discrimination	20	04	2005		2006		2007		2008		06- 30	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
Findings After 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
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

			Comparative Data									
		Previous Fiscal Year Data									2009	
Findings of Discrimination		04	2005		2006		2007		2008		Thru 06- 30	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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 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

				С	om	para	tiv	e Da	ıta	3									
		Pr	evi	ous	Fis	cal	Yea	r Da		2009									
Findings of Discrimination	20	04	20	05	20	06	20	07	20	800	0	nru 6- 80							
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%							
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							

<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	41	48	40	37	67	74				
Total Complainants	41	48	40	37	66	68				
Number complaints pending										
Investigation	0	2	2	0	2	1				

		C	ompara	nparative Data									
	Pre	2009											
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 06- 30							
ROI issued, pending Complainant's action	0	0	0	0	0	0							
Hearing	0	2	2	0	2	1							
Final Agency Action	1	1	0	0	2	2							

	Comparative Data								
	Previous Fiscal Year Data								
Complaint Investigations	2004	2005	2006	2007	2008	Thru 06- 30			
Pending Complaints Where Investigations Exceed Required Time Frames	7	5	4	7	7	6			