

**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.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06-30
	2004	2005	2006	2007	2008	
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

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06-30
<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	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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06- 30
<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	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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06- 30
<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	3
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 06-30
	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	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

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 06- 30	
	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 06- 30	
	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 06- 30
	2004	2005	2006	2007	2008	
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

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

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