

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

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

**For 3rd Quarter 2012 for period ending June 30, 2012**

**\*\*mixed cases are included in this report.\*\***

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 06-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	39	32	54	21	30	20
Number of Complainants	39	32	50	19	28	20
Repeat Filers	4	0	3	2	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 06-30
	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	24	18	27	8	17	9
Color	8	6	3	0	3	4
Religion	1	1	0	0	1	0
Reprisal	14	13	21	12	13	11
Sex	17	13	18	4	7	6
National Origin	5	3	5	3	1	2
Equal Pay Act	0	0	0	0	0	0
Age	8	9	8	7	7	4
Disability	3	6	10	4	5	4

Non-EEO	1	2	7	1	2	3
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 06- 30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Appointment/Hire	5	3	7	1	5	0
Assignment of Duties	7	6	3	4	2	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	1
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	1
Reprimand	2	0	5	0	2	2
Suspension	1	0	2	1	2	0
Removal	1	1	0	0	0	0
Other	4	3	2	0	2	1
Duty Hours	0	0	3	0	1	1
Evaluation Appraisal	1	1	2	2	5	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	12	11	19	6	9	3
Sexual	6	8	3	1	0	1
Medical Examination	0	0	0	1	0	0
Pay (Including Overtime)	0	1	2	1	3	0
Promotion/Non-Selection	3	7	13	3	3	10
<b>Reassignment</b>						
Denied	0	0	3	0	1	0

Directed	0	0	1	1	1	0
Reasonable Accommodation	1	2	0	1	1	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Termination	1	3	0	0	0	0
Terms/Conditions of Employment	10	2	6	4	0	2
Time and Attendance	1	1	4	0	0	1
Training	0	1	4	0	1	1
Other	0	1	1	0	1	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 06-30</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Complaints pending during fiscal year						
Average number of days in investigation	250.96	263.62	207.94	177.07	159.81	152.62
Average number of days in final action	299.50	65.86	11.42	37.11	36.20	51.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	249.60	272.78	215.26	162.75	161.62	160.00
Average number of days in final action	7.62	10.89	7.29	8.50	9.10	2.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	251.76	117.00	186.88	218.00	158.00	130.50
Average number of days in final action	688.67	164.80	17.20	68.89	90.40	99.33
<b>Complaints Dismissed by Agency</b>		<b>Comparative Data</b>				





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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012 Thru 06-30</b>	
	<b>2007</b>		<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		1		0		1		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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	100	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







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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012</b>	

	2007	2008	2009	2010	2011	Thru 06- 30
Total complaints from previous Fiscal Years	51	39	34	50	29	26
Total Complainants	27	38	33	46	27	26
<b>Number complaints pending</b>						
Investigation	2	0	0	0	0	6
ROI issued, pending Complainant's action	0	1	0	0	0	0
Hearing	2	10	15	12	7	10
Final Agency Action	3	0	1	3	2	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 06- 30</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	5	3	3	1	4	7