

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

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

**For 1st Quarter 2013 for period ending December 31, 2012**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	32	54	21	30	24	3
Number of Complainants	32	50	19	28	24	3
Repeat Filers	0	3	2	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	18	27	8	17	12	1
Color	6	3	0	3	5	0
Religion	1	0	0	1	0	1
Reprisal	13	21	12	13	13	1
Sex	13	18	4	7	8	1
National Origin	3	5	3	1	2	0
Equal Pay Act	0	0	0	0	0	0
Age	9	8	7	7	5	1
Disability	6	10	4	5	6	1

Non-EEO	2	7	1	2	3	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Appointment/Hire	3	7	1	5	0	1
Assignment of Duties	6	3	4	2	1	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	1	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	1	0
Reprimand	0	5	0	2	2	0
Suspension	0	2	1	2	0	0
Removal	1	0	0	0	0	0
Other	3	2	0	2	1	0
Duty Hours	0	3	0	1	1	0
Evaluation Appraisal	1	2	2	5	1	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	11	19	6	9	5	0
Sexual	8	3	1	0	1	0
Medical Examination	0	0	1	0	0	0
Pay (Including Overtime)	1	2	1	3	0	0
Promotion/Non-Selection	7	13	3	3	10	2
<b>Reassignment</b>						

Denied	0	3	0	1	0	0
Directed	0	1	1	1	0	0
Reasonable Accommodation	2	0	1	1	2	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Termination	3	0	0	0	0	0
Terms/Conditions of Employment	2	6	4	0	4	0
Time and Attendance	1	4	0	0	1	0
Training	1	4	0	1	1	0
Other	1	1	0	1	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru12-31</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Complaints pending during fiscal year						
Average number of days in investigation	263.62	207.94	177.07	159.81	174.92	229.75
Average number of days in final action	65.86	11.42	37.11	36.20	44.00	84.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	272.78	215.26	162.75	161.62	183.00	253.00
Average number of days in final action	10.89	7.29	8.50	9.10	2.50	84.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	117.00	186.88	218.00	158.00	130.50	222.00





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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru12-31</b>	
	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</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>	1		0		1		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
<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



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	1	100	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	1	100	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	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>Findings Without Hearing</b>	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>2013Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
Total complaints from previous Fiscal Years	39	34	50	29	26	35						
Total Complainants	38	33	46	27	26	35						
<b>Number complaints pending</b>												
Investigation	0	0	0	0	5	12						
ROI issued, pending Complainant's action	1	0	0	0	0	1						
Hearing	10	15	12	7	10	16						
Final Agency Action	0	1	3	2	1	0						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2013Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	3	3	1	4	10	11						