## **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.\*\*

	Comparative Data												
<b>Complaint Activity</b>	F	2012											
	2007	2008	2009	2010	2011	Thru 06-30							
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 Dosis		C	ompara	ative D	ata	
Complaints by Basis	Pro	2012				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 06- 30
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
Compleints by Issue		C	ompara	ative D	ata	
Complaints by Issue	Pro	evious	Fiscal '	2012		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 06- 30
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
Disciplinary Action						
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
Harassment		-	-	-	-	-
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
Reassignment	-		-	-		
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 Employmer	nt	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
		(	Compai	ative	Data	1	
<b>Processing Time</b>		Į.	2012				
	2007	2008	2009	20	10	2011	Thru 06-30
Complaints pending during fiscal	l year	ı		- 1			ı
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.	37.11 36.20		51.00
Complaint pending during fiscal	year whe	re hearing	g was re	queste	ed		
Average number of days in investigation	249.60	272.78	215.26	5 162	.75	161.62	160.00
Average number of days in final action	7.62	10.89	7.29	8.5	50	9.10	2.67
Complaint pending during fiscal	year whe	re hearing	g was n	ot requ	este	d	
Average number of days in investigation	251.76	117.00	186.88	3 218	.00	158.00	130.50
Average number of days in final action	688.67	164.80	17.20	68.	89	90.40	99.33
Complaints Dismissed by A	Complaints Dismissed by Agency					Data	

				Prev	ious	Fisc	al Y	Year I	)ata	a	1	2012		
			200	07 2	2008	20	09	2010	2	011	0	hru )6- 30		
Total Complaints Dismissed by Ag	ency	8			8	9	)	2		5		1		
Average days pending prior to dism	nissa	1	57	9	259	19	9	26		71	2	21		
Complaints V	Vith	drav	vn l	y C	omp	laina	nts							
Total Complaints Withdrawn by Complainants		5					6	8	3	3		2		2
		Comparative Data												
<b>Total Final Agency Actions</b>			Pre	viou	s Fis	cal Y	Zea:	r Data	ı		1	012		
Finding Discrimination	20	007	2	008	20	009	2	010	20	011		hru 5-30		
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		1		0		1		0		0			
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0		
With Hearing	0	0	1	100	0	0	1	100	0	0	0	0		
Findings of Discrimination					Comparative Data									
Rendered by Basis			Pre	viou	s Fis	cal Y	Zea:	r Data	ı		1	012		
Note: Complaints can be filed	20	007	2	008	20	009	2	2010		011	Thru 06-30			
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>	0		1		0		1		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	1	100	0	0	0	0	0	0	0	0		
Sex	0	0	0	0	0	0	1	100	0	0	0	0		
National Origin	0	0	0	0	0	0	0	0	0	0	0	0		

		1	1		1	I	1	I	1	I		_
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		1		0		1		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	1	100	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	100	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
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	
				C	com	para	tiv	e Data	ì				
Findings of Discrimination			Pre	vious	Fis	cal Y	Zea1	r Data	ì			012	
Rendered by Issue	20	2007		2008		2009		010	20	)11	1	Thru 06-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
<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	
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	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	

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	1	100	0	0	0	0
Terms/Conditions of Employment	0	0	1	100	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 After Hearing	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
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	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
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	1	100	0	0	0	0
Terms/Conditions of Employment	0	0	1	100	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

Fiscal Years by Status				Previ	ous	Fisc	al Y	Year l	Data	a	20	)12
Pending Complaints Filed in Pre	vio	15	Comparative Data									
Other - User Defined	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
Time and Attendance	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
Termination	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
Reinstatement	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
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	1								1		1	
Promotion/Non-Selection	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
Medical Examination	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
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	·											
Examination/Test	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
Duty Hours	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
Removal	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

	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
Number complaints pending						
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
		C	ompara	ative D	ata	
Complaint Investigations	Pro	evious	Fiscal Y	Year D	ata	2012
Complaint in Conquerons	2007	2008	2009	2010	2011	Thru 06- 30
Pending Complaints Where Investigations Exceed Required Time Frames	5	3	3	1	4	7