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

	Comparative Data												
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2012Th12 21							
	2008	2009	2010	2011	2012	2013Thru12-31							
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							

Compleints by Pesis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru12- 31
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
Complaints by Issue			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal \	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru12- 31
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
Disciplinary Action						
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
Harassment						
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
Reassignment						

Denied		0	3	0	1	0	0						
Directed		0	1	1	1	0	0						
Reasonable Accommodat	ion	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						
			Co	mpar	ative I	Data							
Processing Time	Previous Fiscal Year Data 2013Thru12												
	2008	2009	2010) 2	2011	2012	31						
Complaints pending during	ng fiscal y	scal year											
Average number of days in investigation	263.62	207.94	177.0	07 1:	59.81	174.92	229.75						
Average number of days in final action	65.86	11.42	37.1	1 3	86.20	44.00	84.00						
Complaint pending during	g fiscal yo	ear where	e hearii	ng wa	ıs requ	ested							
Average number of days in investigation	272.78	215.26	162.7	75 10	61.62	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	g fiscal yo	ear where	e hearii	ng wa	s not r	equested							
Average number of days in investigation	117.00	186.88	218.0	00 1:	58.00	130.50	222.00						

Average number of days in final action	164.	80	17.2	0	68.	89	90.4	40	99.	.33		0
						Co	mp	arati	ve I	Data		
Complaints Dismissed Agency	by		Pr	evio	us l	Fisca	l Ye	ar D	ata		20137	hru12-
Agency		2	2008 20		09	9 2010		011	20	12		31
Total Complaints Dismisse Agency	ed by	,	8	ç	9 2			5	2	2		2
Average days pending price dismissal	r to		259	19	199 26			71		2	1	18
Com	olain	its W	ithd	raw	n b	y Co	mpl	ainaı	nts			
Total Complaints Withdraw Complainants	wn b	yn by 6 8 3 2 3 0										0
		Comparative Data										
Total Final Agency		Previous Fiscal Year Data										Γhru12-
Actions Finding Discrimination	2	2008		2009		2010		2011		12	31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	1	100	0	0	0	0	0	0
Findings of						Comp	para	tive	Dat	a		
Discrimination Rendered by Basis			Prev	ious	Fis	cal Y	/ear	Data	a		2013	Thru12-
Note: Complaints can be	2	008	20	009	2	2010	2	011	20	012		31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	0/0
Total Number Findings	1		0		1		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	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	1	100	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
				<u> </u>		1		<u>'</u>		<u> </u>	1	'
Findings After Hearing	1		0		1		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	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	1	100	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
		1		ı	<u> </u>	ı		ı		ı	ı	1
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
	Ì				(Comp	ara	tive :	Dat	a		
Findings of		P	rev	ious	Fis	cal Y	ear	Data	ì		2013	
Discrimination Rendered by Issue	2	2008 2009 2010 2011 2012										31
•	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
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	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		
Findings After Hearing	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		
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	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		
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
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	
						Cor	np	arati	ve]	Data	1		
Pending Complaints Fil Previous Fiscal Years by			Pr	evi	ous	Fiscal	Y	ear D	ata	ì	2013	Thru12-	
					009	2010		2011	20	012		31	
Total complaints from prev Fiscal Years	vious	}	39	3	34	50		29		26		35	
Total Complainants			38	3	33	46		27	2	26		35	
Number complaints pend	ling												
Investigation			0		0	0		0		5		12	
ROI issued, pending Complainant's action			1		0	0		0	0			1	
Hearing			10	1	15	12		7		10		16	
Final Agency Action			0		1	3		2		1		0	
						Coı	np	arati	ve]	Data	l		
Complaint Investigati	ons		Previous Fiscal Year Data 2013Thru12-										
			2008	20)09	2010) :	2011	20	012	31		
Pending Complaints Wher Investigations Exceed Req Time Frames		1	3		3	1		4		10		11	