

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

Bureau of Engraving and Printing (BEP)

For 1st Quarter 2012 for period ending December 31, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	39	32	54	21	30	4
Number of Complainants	39	32	50	19	28	4
Repeat Filers	4	0	3	2	2	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	24	18	27	8	17	2
Color	8	6	3	0	3	1
Religion	1	1	0	0	1	0
Reprisal	14	13	21	12	13	3
Sex	17	13	18	4	7	2
National Origin	5	3	5	3	1	0
Equal Pay Act	0	0	0	0	0	0
Age	8	9	8	7	7	1
Disability	3	6	10	4	5	1
Non-EEO	1	2	7	1	2	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
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	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	2	0	5	0	2	0
Suspension	1	0	2	1	2	0
Removal	1	1	0	0	0	0
Other	4	3	2	0	2	0
Duty Hours	0	0	3	0	1	0
Evaluation Appraisal	1	1	2	2	5	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	12	11	19	6	9	1
Sexual	6	8	3	1	0	0
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	1
Reassignment						
Denied	0	0	3	0	1	0
Directed	0	0	1	1	1	0
Reasonable Accommodation	1	2	0	1	1	0
Reinstatement	0	0	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Retirement	0	0	0	1	0	0
Termination	1	3	0	0	0	0
Terms/Conditions of Employment	10	2	6	4	0	1
Time and Attendance	1	1	4	0	0	1
Training	0	1	4	0	1	0
Other	0	1	1	0	1	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	250.96	132.44	106.40	165.41	159.65	105.33
Average number of days in final action	299.50	69.39	15.27	28.29	62.62	2.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	249.60	158.81	107.87	28.50	159.29	78.00
Average number of days in final action	7.62	10.89	6.88	8.50	9.10	2.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	251.76	215.61	195.74	183.09	159.81	119.00
Average number of days in final action	688.67	98.67	12.29	15.46	159.83	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12- 31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
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												

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12-31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						
	Previous Fiscal Year Data					2012 Thru 12-31	
	2007	2008	2009	2010	2011		
Total complaints from previous Fiscal Years	51	39	34	49	29	26	
Total Complainants	27	38	33	46	27	26	
Number complaints pending							
Investigation	2	0	0	0	0	10	
ROI issued, pending Complainant's action	0	1	0	0	0	1	
Hearing	2	10	15	12	8	9	
Final Agency Action	3	0	0	2	1	2	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12- 31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	5	3	3	1	4	5

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 1/6/12 for the current and past five fiscal years. Mixed cases are included in this report.