

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

**The United States Mint (MINT)**

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

<b>Complaint Activity</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 12/31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Number of Complaints Filed	53	45	53	38	41	7
Number of Complainants	53	44	48	36	40	7
Repeat Filers	2	1	4	2	1	0

<b>Complaints by Basis</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 12/31</b>
<b><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Race	30	22	24	11	22	3
Color	5	2	5	6	5	1
Religion	1	1	1	1	1	0
Reprisal	17	17	23	20	25	6
Sex	18	19	26	18	16	2
National Origin	6	6	3	3	4	0
Equal Pay Act	0	2	0	1	0	0
Age	18	19	20	10	13	3
Disability	8	5	12	4	10	0
Non-EEO	1	2	1	3	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12/31
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Appointment/Hire	2	2	3	1	1	
Assignment of Duties	6	3	5	3	16	
Awards	2	3	2	3	0	
Conversion to Full-time	0	0	0	0	0	
<b>Disciplinary Action</b>						
Demotion	1	1	0	0	0	
Reprimand	2	2	4	3	3	1
Suspension	1	3	2	3	3	1
Removal	0	0	1	1	1	
Other	1	1	0	4	1	
Duty Hours	3	4	1	3	2	
Evaluation Appraisal	2	5	4	3	3	
Examination/Test	0	0	0	0	0	
<b>Harassment</b>						
Non-Sexual	25	20	19	12	15	1
Sexual	1	1	2	3	1	
Medical Examination	0	0	1	0	1	
Pay (Including Overtime)	1	1	1	0	2	
Promotion/Non-Selection	14	17	14	9	9	2
<b>Reassignment</b>						
Denied	0	0	0	0	0	
Directed	1	0	2	2	2	
Reasonable Accommodation	5	1	4	0	0	
Reinstatement	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	1	0	0	0	0	
Termination	3	0	1	1	1	
Terms/Conditions of Employment	0	1	2	1	16	2
Time and Attendance	3	2	0	4	3	1
Training	6	3	3	2	10	1
Other	1	0	0	0	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	142.97	146.13	191.46	116.17	153.86	184.44
Average number of days in final action	24.42	26.00	24.34	19.82	9.62	22.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	67.06	61.78	107.80	47.14	148.36	172.33
Average number of days in final action	7.60	30.17	11.79	7.85	4.80	3.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	250.50	262.92	263.59	176.92	157.30	190.50
Average number of days in final action	36.43	23.92	36.07	37.11	17.67	32.00









Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2012 Thru 12/31		
	2007		2008		2009		2010		2011				
	#	%	#	%	#	%	#	%	#	%	#	%	
Suspension	0	0	0	0	0	0	0	0	0	1	100	0	0
Removal	0	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	0
Duty Hours	0	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	0
Examination/Test	0	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	0
Sexual	0	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	0
Pay (Including Overtime)	0	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	0
Reassignment													
Denied	0	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	0
Reasonable Accommodation	0	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	0
Retirement	0	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	0
Terms/Conditions of Employment	0	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	0
Training	0	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	0
<b>Findings Without Hearing</b>													
	0		0		0		2		0		0		



<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012 Thru 12/31</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>
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 Thru 12/31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Total complaints from previous Fiscal Years	24	52	59	58	52	66
Total Complainants	24	52	54	55	51	64
<b>Number complaints pending</b>						
Investigation	0	2	0	0	0	6
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	7	18	18	22	26	42
Final Agency Action	0	0	4	1	2	2

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 12/31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	4	7	3	1	0	1

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.