

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

Bureau of Engraving and Printing

For 4th Quarter 2016 for period ending September 30, 2016

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	31	25	20	20	24	16
Number of Complainants	29	25	19	20	22	15
Repeat Filers	1	0	1	0	1	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Race	17	12	10	14	11	2
Color	3	5	3	2	2	1
Religion	1	0	1	0	2	0
Reprisal	14	14	12	9	11	8
Sex	7	9	9	10	7	6
PDA	0	0	0	0	0	1
National Origin	1	2	2	3	6	4

Equal Pay Act	0	0	0	0	0	0
Age	11	5	4	10	8	4
Disability	5	6	5	3	5	3
Genetics	0	0	0	0	0	0
Non-EEO	2	3	1	3	0	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	5	0	5	2	5	2
Assignment of Duties	3	2	7	3	0	1
Awards	0	0	1	0	0	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	2	2	0	0	1	1
Suspension	2	0	0	1	2	0
Removal	0	0	0	0	1	0
Other	0	0	0	0	0	2
Duty Hours	1	1	0	0	0	0
Perf. Eval./ Appraisal	5	1	0	2	2	0
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	9	7	4	6	5	4
Sexual	0	1	0	1	2	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	0	0	0	0	0
Promotion/Non-Selection	6	11	3	4	3	4

Reassignment						
Denied	1	0	0	1	0	0
Directed	1	0	1	0	1	0
Reasonable Accommodation Disability	1	2	1	0	2	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	1
Termination	0	0	1	2	2	1
Terms/Conditions of Employment	1	4	4	2	3	0
Time and Attendance	0	1	0	0	1	0
Training	1	2	0	1	1	0
Other						
Equal Pay Act Violation	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	163.40	174.92	258.27	433.06	194.69	189.43
Average number of days in final action	18.13	44.00	41.17	34.25	30.82	28.27
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	159.29	183.00	292.33	488.50	218.43	190.29

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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define												
Equal Pay Act Violation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2016 Thru 09- 30					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	10	18	27	30	23	26						
Total Complainants	10	18	27	29	22	23						
Number complaints pending												
Investigation	0	5	10	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						

Hearing	9	11	16	27	21	25
Final Agency Action	0	1	0	3	2	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09- 30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	0	3	4	0	1	0