

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

Bureau of Engraving and Printing (BEP)

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	16	17	9	17	16	20
Number of Complainants	15	17	9	14	16	18
Repeat Filers	1	0	0	2	0	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	2	7	6	6	5	13
Color	1	4	2	4	3	6
Religion	0	0	1	1	1	0
Reprisal	8	8	2	9	10	12
Sex	6	11	5	6	5	7
PDA	1	0	0	0	0	0
National Origin	4	6	1	2	2	4

Equal Pay Act	0	0	0	0	0	0
Age	4	6	4	10	8	4
Disability	3	6	1	7	5	5
Genetics	0	0	0	0	0	0
Non-EEO	2	2	0	0	0	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	2	4	2	3	3	2
Assignment of Duties	1	2	1	1	0	0
Awards	0	0	0	2	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand	1	0	1	0	0	0
Suspension	0	0	1	0	0	0
Removal	0	0	0	0	0	0
Other (DO NOT USE)	2	1	0	2	0	0
Duty Hours	0	1	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	1	1	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	5	4	7	11	7
Sexual	2	3	0	0	2	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	4	3	1	0	3	9

Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	1	1	0
Reasonable Accommodation Disability	0	2	1	0	0	1
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	1	0	0	1	0	1
Termination	1	1	0	2	1	1
Terms/Conditions of Employment	0	2	0	2	2	1
Time and Attendance	0	1	1	2	0	1
Training	0	1	0	0	0	0
Other						
Equal Pay Act (DO NOT USE)	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					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	189.43	185.59	117.88	128.92	126.50	116.00
Average number of days in final action	28.27	16.80	19.80	23.12	36.55	31.57
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	190.29	182.93	142.00	130.78	130.75	109.20

Average number of days in final action	19.22	10.88	15.12	21.53	32.25	23.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	199.00	198.00	45.50	123.33	124.38	120.25						
Average number of days in final action	42.25	40.50	38.50	35.00	39.00	34.80						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 09-30	
	2016	2017	2018	2019	2020							
Total Complaints Dismissed by Agency	2	1	5	6	1						3	
Average days pending prior to dismissal	251	23	67.4	35.67	9						18	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	1	0	0	3						2	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 09-30	
	2016	2017	2018	2019	2020							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		0		0		0	
Without Hearing	0	0	0	0	1	100	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 09-30	
	2016	2017	2018	2019	2020							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		0		0	

Race	1	100	0	0	0	0	0	0	0	0	0	0
Color	1	100	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
PDA	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	1	100	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	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	1		0		0		0		0		0	
Race	1	100	0	0	0	0	0	0	0	0	0	0
Color	1	100	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
PDA	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	1	100	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	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	

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	26	27	26	9	3	5
Total Complainants	23	23	21	9	3	5
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	25	26	24	7	2	4
Final Agency Action	0	0	1	1	0	0
Appeal with EEOC Office of Federal Operations	60	59	63	71	66	62
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0