

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Bureau of Engraving and Printing (BEP)

For 2nd Quarter 2020 for period ending March 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 03-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	24	16	17	9	17	11
Number of Complainants	22	15	17	9	14	11
Repeat Filers	1	1	0	0	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 03-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	11	2	7	6	6	3
Color	2	1	4	2	4	2
Religion	2	0	0	1	1	1
Reprisal	11	8	8	2	9	8
Sex	7	6	11	5	6	2
PDA	0	1	0	0	0	0
National Origin	6	4	6	1	2	2
Equal Pay Act	0	0	0	0	0	0

Age	8	4	6	4	10	8
Disability	5	3	6	1	7	3
Genetics	0	0	0	0	0	0
Non-EEO	0	2	2	0	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	5	2	4	2	3	3
Assignment of Duties	0	1	2	1	1	0
Awards	0	0	0	0	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	1	0
Reprimand	1	1	0	1	0	0
Suspension	2	0	0	1	0	0
Removal	1	0	0	0	0	0
Other (DO NOT USE)	0	2	1	0	2	0
Duty Hours	0	0	1	0	0	0
Perf. Eval./ Appraisal	2	0	0	0	1	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	5	4	5	4	7	7
Sexual	2	2	3	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	3	4	3	1	0	1
<b>Reassignment</b>						

Denied	0	0	0	0	0	0
Directed	1	0	0	0	1	0
Reasonable Accommodation Disability	2	0	2	1	0	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	1	0	0	1	0
Termination	2	1	1	0	2	1
Terms/Conditions of Employment	3	0	2	0	2	1
Time and Attendance	1	0	1	1	2	0
Training	1	0	1	0	0	0
<b>Other</b>						
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 03-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	194.69	189.43	185.59	117.88	128.92	130.33
Average number of days in final action	30.82	28.27	16.80	19.80	23.12	31.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	218.43	190.29	182.93	142.00	130.78	0
Average number of days in final action	22.43	19.22	10.88	15.12	21.53	31.00

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	167.00	199.00	198.00	45.50	123.33	130.33						
Average number of days in final action	45.50	42.25	40.50	38.50	35.00	0						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru 03-31</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total Complaints Dismissed by Agency	3	2	1	5	6	1						
Average days pending prior to dismissal	64	251	23	67.4	35.67	9						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	1	0	1	0	0	1						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru 03-31</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	1	0	1	0	0	0	0	0	0	0	
Without Hearing	0	0	0	0	0	1	100	0	0	0	0	
With Hearing	0	0	1	100	0	0	0	0	0	0	0	
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru 03-31</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0	1	0	0	0	0	0	0	0	0	0	
Race	0	0	1	100	0	0	0	0	0	0	0	
Color	0	0	1	100	0	0	0	0	0	0	0	





<b>Harassment</b>												
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	1	100	0	0	0	0	0	0	0	0
<b>Reassignment</b>												
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
<b>Other - User Define</b>												
Equal Pay Act (DO NOT USE)	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
<b>Findings After Hearing</b>												
	0		1		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 (DO NOT USE)	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
<b>Findings Without Hearing</b>	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/Perm Status	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 (DO NOT USE)	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
Perf. Eval./ 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												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 03-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total complaints from previous Fiscal Years	23	26	27	26	9	11
Total Complainants	22	23	23	21	9	10
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	21	25	26	24	7	8
Final Agency Action	2	0	0	1	1	2
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 03-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0