

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

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	20	24	16	17	9	17
Number of Complainants	20	22	15	17	9	14
Repeat Filers	0	1	1	0	0	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	14	11	2	7	6	6
Color	2	2	1	4	2	4
Religion	0	2	0	0	1	1
Reprisal	9	11	8	8	2	9
Sex	10	7	6	11	5	6
PDA	0	0	1	0	0	0
National Origin	3	6	4	6	1	2

Equal Pay Act	0	0	0	0	0	0
Age	10	8	4	6	4	10
Disability	3	5	3	6	1	7
Genetics	0	0	0	0	0	0
Non-EEO	3	0	2	2	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	2	5	2	4	2	3
Assignment of Duties	3	0	1	2	1	1
Awards	0	0	0	0	0	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	0	1	1	0	1	0
Suspension	1	2	0	0	1	0
Removal	0	1	0	0	0	0
Other	0	0	2	1	0	2
Duty Hours	0	0	0	1	0	0
Perf. Eval./ Appraisal	2	2	0	0	0	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	5	4	5	4	7
Sexual	1	2	2	3	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	4	3	4	3	1	0

Reassignment						
Denied	1	0	0	0	0	0
Directed	0	1	0	0	0	1
Reasonable Accommodation Disability	0	2	0	2	1	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	1	0	0	1
Termination	2	2	1	1	0	2
Terms/Conditions of Employment	2	3	0	2	0	2
Time and Attendance	0	1	0	1	1	2
Training	1	1	0	1	0	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					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	433.06	194.69	189.43	185.59	117.88	128.92
Average number of days in final action	34.25	30.82	28.27	16.80	19.80	23.12
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	488.50	218.43	190.29	182.93	142.00	130.78

Average number of days in final action	25.25	22.43	19.22	10.88	15.12	21.53						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	311.10	167.00	199.00	198.00	45.50	123.33						
Average number of days in final action	38.75	45.50	42.25	40.50	38.50	35.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2019 Thru 09-30						
	2014	2015	2016	2017	2018							
Total Complaints Dismissed by Agency	6	3	2	1	5	6						
Average days pending prior to dismissal	66.33	64	251	23	67.4	35.67						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	1	1	0	1	0	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 09-30	
	2014	2015	2016	2017	2018							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		1		0	
Without Hearing	0	0	0	0	0	0	0	0	1	100	0	0
With Hearing	0	0	0	0	1	100	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 09-30	
	2014	2015	2016	2017	2018							
<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	0		0		1		0		0		0	
Race	0	0	0	0	1	100	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 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						2019 Thru 09-30					
	Previous Fiscal Year Data											
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	30	23	26	27	26	9						
Total Complainants	29	22	23	23	21	9						
Number complaints pending												
Investigation	0	0	0	0	0	0						

ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	27	21	25	26	24	7
Final Agency Action	3	2	0	0	1	1
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0