

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

## Bureau of Engraving and Printing

For 4th Quarter 2020 for period ending September 30, 2020

\*\*This report is based on the Complaint Against hierarchy.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	24	16	17	9	17	16
Number of Complainants	22	15	17	9	14	16
Repeat Filers	1	1	0	0	2	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	11	2	7	6	6	5
Color	2	1	4	2	4	3
Religion	2	0	0	1	1	1
Reprisal	11	8	8	2	9	10
Sex	7	6	11	5	6	5
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	5
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>2020Thru09-30</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	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	5	4	5	4	7	11
Sexual	2	2	3	0	0	2
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	3
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	1	0	0	0	1	1
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	2
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>2020Thru09-30</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	126.50
Average number of days in final action	30.82	28.27	16.80	19.80	23.12	36.55
Complaint pending during fiscal year where hearing was requested						





Age	0	0	1	100	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
<b>Findings Without Hearing</b>	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	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	0	0	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru09-30</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</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>
<b>Total Number Findings</b>	0		1		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												



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 After Hearing</b>	0		1		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												
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
Reassignment												





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												
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	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 (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>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2020Thru09-30</b>					
	<b>Previous Fiscal Year Data</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	5						
Total Complainants	22	23	23	21	9	5						
<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	3						
Final Agency Action	2	0	0	1	1	1						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2020Thru09-30</b>					
	<b>Previous Fiscal Year Data</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						