

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

United States Mint (MINT)

For 4th Quarter 2025 for period ending September 30, 2025

Notes:

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	24	24	22	15	30	16
Number of Complainants	23	18	17	13	26	16
Repeat Filers	1	4	3	2	2	0

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	15	19	8	7	19	11
Color	8	9	6	4	12	8
Religion	2	3	4	0	5	4
Reprisal	16	19	13	13	11	11
Sex	7	8	5	3	13	10
PDA	0	1	0	0	0	0
National Origin	3	5	2	2	6	4
Equal Pay Act	0	0	0	0	0	0
Age	7	4	5	4	6	2
Disability	5	5	12	6	7	6
Genetics	0	0	0	0	1	1
Non-EEO	3	5	2	0	1	1

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	1	0	1	0	0	0
Assignment of Duties*	5	7	0	0	0	0
Awards	2	3	0	2	5	1
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	0	1	0	0	0	0
Disciplinary Action: Reprimand**	4	2	0	0	0	0
Disciplinary Action: Suspension	2	4	1	2	1	0
Disciplinary Action: Removal	1	0	0	1	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	5
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	1	3	0	0	0	0
Perf. Eval./ Appraisal	3	1	1	1	2	5
Examination/Test	1	0	2	0	1	0
Harassment: Non-Sexual	15	14	12	10	16	13
Harassment: Sexual	2	1	0	0	2	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	0	1	1	0
Promotion/Non-Selection	4	4	3	2	6	2
Reassignment: Denied/Directed	0	1	0	0	0	1
Reassignment: Directed	2	0	0	1	1	0
Reasonable Accommodation	2	2	4	3	3	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	3	0	1	1
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	1	0	0
Termination	0	2	1	2	2	1
Terms/Conditions of Employment*	3	8	0	0	0	0
Time and Attendance	1	3	5	2	1	2
Training	5	3	0	1	2	0
Other Terms/Conditions of Employment*	0	0	0	7	16	10

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	151.54	111.55	108	148	109.33	132.76
Average days in Final Action for all cases pending during FY	40.45	26.33	45.63	37.86	38.2	49.75
Average days in Investigation with	157.38	109.31	118.75	131.8	102.38	127.91
Average days in Final Action with	30.85	22.18	44.15	28.13	30	0.00
Average Days in Investigation without Hearing	144.67	117.5	104.69	168.25	116.67	136.00
Average Days in Final Action without Hearing	58.29	40	47.36	50.5	43.67	49.75

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by	1	1	1	3	5	6
Average Days Pending Prior to Dismissal	32	22	10	26	27.6	41.17
Total Complaints Withdrawn by Complainants	1	2	0	1	0	2

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Part 7 Finding of Discrimination by Basis

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Total Number Findings	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09-30)	FY 2025 % (thru 09-30)
Findings After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09-30)	FY 2025 % (thru 09-30)
Finding Without Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total complaints from previous Fiscal Years	20	15	13	8	10	17
Total Complainants	17	13	9	7	9	15
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's	0	0	0	0	0	0
Complaints Pending in Hearing	18	13	13	1	2	8
Complaints Pending Final Agency	2	2	0	0	1	2
Complaints Pending Appeal with EEOC Office of Federal Operations	31	34	37	10	9	10

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time	0	0	0	2	0	0