

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

## United States Mint

For 1st Quarter 2023 for period ending December 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	43	29	24	24	22	6
Number of Complainants	35	29	23	18	17	5
Repeat Filers	6	0	1	4	3	1

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	26	14	15	19	8	3
Color	17	6	8	9	6	2
Religion	0	0	2	3	4	0
Reprisal	23	15	16	19	13	5
Sex	15	11	7	8	5	1
PDA	0	0	0	1	0	0
National Origin	8	2	3	5	2	0
Equal Pay Act	0	0	0	0	0	0
Age	9	9	7	4	5	1

Disability	8	10	5	5	12	4
Genetics	0	0	0	0	0	0
Non-EEO	2	0	3	5	2	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 12-31</b>
<b>Note: 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.</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	4	4	1	0	1	0
Assignment of Duties*	3	5	5	7	0	0
Awards	0	0	2	3	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	1	0	0
Reprimand**	5	0	4	2	0	0
Suspension	4	0	2	4	1	2
Removal	0	0	1	0	0	1
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	1	1	0	0	2	0
Other 2**	0	0	0	0	0	0
Duty Hours*	1	2	1	3	0	0
Perf. Eval./ Appraisal	4	3	3	1	1	1
Examination/Test	0	0	1	0	2	0
<b>Harassment</b>						
Non-Sexual	14	13	15	14	12	4
Sexual	0	1	2	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	2	2	1	0	0

Promotion/Non-Selection	15	6	4	4	3	0
<b>Reassignment</b>						
Denied	0	0	0	1	0	0
Directed	3	3	2	0	0	0
Reasonable Accommodation Disability	2	0	2	2	4	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	3	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	1	1	0	0	1
Termination	0	0	0	2	1	1
Terms/Conditions of Employment*	7	5	3	8	0	0
Time and Attendance	3	2	1	3	5	2
Training	1	1	5	3	0	1
Other Terms/Conditions of Employment*	0	0	0	0	8	4
User Defined - Other 1*	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>2023 Thru 12-31</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Complaints pending during fiscal year						
Average number of days in investigation	149.34	155.36	151.54	111.55	108.00	177.50
Average number of days in final action	35.73	30.41	40.45	26.33	45.62	48.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	139.67	154.36	157.38	109.31	118.75	163.00







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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	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		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												







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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	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>Previous Fiscal Year Data</b>					<b>2023 Thru 12-31</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total complaints from previous Fiscal Years	24	23	20	15	13							14
Total Complainants	21	21	17	13	9							11
<b>Number complaints pending</b>												
Investigation	0	0	0	0	0							2
ROI issued, pending Complainant's action	0	0	0	0	0							0
Hearing	22	23	18	13	13							11
Final Agency Action	1	0	2	2	0							1
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 12-31</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0							0

