

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

## U.S. MINT

For 4th Quarter 2018 for period ending September 30, 2018

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	25	28	30	34	26	43
Number of Complainants	25	24	29	32	24	35
Repeat Filers	0	4	1	2	1	6

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Race	12	12	15	20	12	26
Color	2	8	6	7	3	17
Religion	2	0	0	0	0	0
Reprisal	12	20	21	19	12	23
Sex	7	9	15	15	6	15
PDA	1	0	0	0	0	0
National Origin	2	1	5	3	4	8

Equal Pay Act	2	0	0	0	0	0
Age	4	7	11	12	9	9
Disability	5	7	8	8	10	8
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	2	0	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	2	5	2	4	3	4
Assignment of Duties	5	5	3	6	3	3
Awards	1	0	1	1	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	1	0	0
Reprimand	1	1	1	1	1	5
Suspension	1	1	3	4	3	4
Removal	0	0	0	1	0	0
Other	0	0	0	1	1	1
Duty Hours	0	1	3	0	0	1
Perf. Eval./ Appraisal	1	1	3	1	1	4
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	8	11	15	17	8	14
Sexual	1	0	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	2	0	1	2	0

Promotion/Non-Selection	1	2	5	7	12	15
<b>Reassignment</b>						
Denied	0	0	1	1	0	0
Directed	3	3	2	1	0	3
Reasonable Accommodation Disability	1	2	4	1	4	2
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	0	1	0	1
Termination	2	1	1	3	1	0
Terms/Conditions of Employment	9	7	7	4	5	7
Time and Attendance	1	1	2	4	4	3
Training	1	0	0	4	0	1
<b>Other</b>						
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Complaints pending during fiscal year						
Average number of days in investigation	256.83	276.81	219.39	183.96	167.46	149.34
Average number of days in final action	38.54	33.57	42.83	38.58	48.40	35.73
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	284.80	292.71	208.62	186.64	186.59	139.67						
Average number of days in final action	4.00	14.38	10.00	18.20	0	14.60						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	204.38	249.80	244.00	180.20	132.75	159.71						
Average number of days in final action	53.89	59.17	59.25	61.22	51.25	46.30						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013	2014	2015	2016	2017							
Total Complaints Dismissed by Agency	1	4	5	6	5	2						
Average days pending prior to dismissal	21	616.5	85.2	25.83	85.8	13						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	5	2	4	5	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013	2014	2015	2016	2017							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		1		0	
Without Hearing	0	0	0	0	0	0	0	0	1	100	0	0
With Hearing	0	0	1	100	0	0	0	0	0	0	0	0

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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
Findings Without Hearing	0		1		0		0		0		0	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	100	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	1	100	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		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												

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User Defined - Other 3	0	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	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data												
	Previous Fiscal Year Data					2018Thru09-30							
	2013	2014	2015	2016	2017								
Total complaints from previous Fiscal Years	23	24	25	24	23	24							
Total Complainants	22	22	24	22	23	21							
Number complaints pending													
Investigation	0	0	0	0	0	0							
ROI issued, pending Complainant's action	0	0	0	0	0	0							
Hearing	23	23	23	24	23	22							
Final Agency Action	0	1	1	0	0	1							
Complaint Investigations	Comparative Data												
	Previous Fiscal Year Data					2018Thru09-30							
	2013	2014	2015	2016	2017								
Pending Complaints Where Investigations Exceed Required Time Frames	5	0	0	0	0	0							