

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

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	20	20	24	16	17	9
Number of Complainants	19	20	22	15	17	9
Repeat Filers	1	0	1	1	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	10	14	11	2	7	6
Color	3	2	2	1	4	2
Religion	1	0	2	0	0	1
Reprisal	12	9	11	8	8	2
Sex	9	10	7	6	11	5
PDA	0	0	0	1	0	0
National Origin	2	3	6	4	6	1

Equal Pay Act	0	0	0	0	0	0
Age	4	10	8	4	6	4
Disability	5	3	5	3	6	1
Genetics	0	0	0	0	0	0
Non-EEO	1	3	0	2	2	0
Complaints by Issue	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	
Appointment/Hire	5	2	5	2	4	2
Assignment of Duties	7	3	0	1	2	1
Awards	1	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	1	1	0	1
Suspension	0	1	2	0	0	1
Removal	0	0	1	0	0	0
Other	0	0	0	2	1	0
Duty Hours	0	0	0	0	1	0
Perf. Eval./ Appraisal	0	2	2	0	0	0
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	4	6	5	4	5	4
Sexual	0	1	2	2	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0

Promotion/Non-Selection	3	4	3	4	3	1
Reassignment						
Denied	0	1	0	0	0	0
Directed	1	0	1	0	0	0
Reasonable Accommodation Disability	1	0	2	0	2	1
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	0
Termination	1	2	2	1	1	0
Terms/Conditions of Employment	4	2	3	0	2	0
Time and Attendance	0	0	1	0	1	1
Training	0	1	1	0	1	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					2018Thru09-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	258.27	433.06	194.69	189.43	185.59	117.88
Average number of days in final action	41.17	34.25	30.82	28.27	16.80	19.80
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	292.33	488.50	218.43	190.29	182.93	142.00						
Average number of days in final action	38.40	25.25	22.43	19.22	10.88	15.12						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	217.40	311.10	167.00	199.00	198.00	45.50						
Average number of days in final action	55.00	38.75	45.50	42.25	40.50	38.50						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013	2014	2015	2016	2017							
Total Complaints Dismissed by Agency	2	6	3	2	1	5						
Average days pending prior to dismissal	117.5	66.33	64	251	23	67.4						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	1	1	1	0	1	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013	2014	2015	2016	2017							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		0		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	100
With Hearing	0	0	0	0	0	0	1	100	0	0	0	0

Age	0	0	0	0	0	0	1	100	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		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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017		30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		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												

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											
	Previous Fiscal Year Data										2018Thru09-30	
	2013	2014	2015	2016	2017							
Total complaints from previous Fiscal Years	27	30	23	26	27							26
Total Complainants	27	29	22	23	23							21
Number complaints pending												
Investigation	10	0	0	0	0							0
ROI issued, pending Complainant's action	0	0	0	0	0							0
Hearing	16	27	21	25	26							24
Final Agency Action	0	3	2	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	4	0	1	0	0							0