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

Bureau of Engraving and Printing (BEP)

For 2nd Quarter 2019 for period ending March 31, 2019

This report is based on the Complaint Against hierarchy.

_			Co	mpara	tive Da	ta
Complaint Activity	Pro	evious]	Fiscal Y	Year Da	ata	2010 Th 02 21
	2014	2015	2015 2016 2017 2018		2019 Thru 03-31	
Number of Complaints Filed	20	24	16	17	9	9
Number of Complainants	20	22	15	17	9	9
Repeat Filers	0	1	1	0	0	0

Complaints by Posis		(Compa	rative	Data	
Complaints by Basis	Pre	evious l	Fiscal `	Year D	ata	2019
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	Thru 03-31
Race	14	11	2	7	6	3
Color	2	2	1	4	2	2
Religion	0	2	0	0	1	0
Reprisal	9	11	8	8	2	4
Sex	10	7	6	11	5	2
PDA	0	0	1	0	0	0
National Origin	3	6	4	6	1	0

E 18 4 :		0	0	0	0	
Equal Pay Act	0	0	0	0	0	0
Age	10	8	4	6	4	4
Disability	3	5	3	6	1	5
Genetics	0	0	0	0	0	0
Non-EEO	3	0	2	2	0	0
Complaints by Issue		(Compa	rative	Data	
Complaints by Issue	Pre	vious l	Fiscal `	Year D	ata	2010
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019 Thru 03-31
Appointment/Hire	2	5	2	4	2	2
Assignment of Duties	3	0	1	2	1	1
Awards	0	0	0	0	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	0	1	1	0	1	0
Suspension	1	2	0	0	1	0
Removal	0	1	0	0	0	0
Other	0	0	2	1	0	1
Duty Hours	0	0	0	1	0	0
Perf. Eval./ Appraisal	2	2	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	5	4	5	4	2
Sexual	1	2	2	3	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	4	3	4	3	1	0

Reassignment											
Denied			1	0	0	0	()	0		
Directed			0	1	0	0	()	1		
Reasonable Accommodation D	isability	Ì	0	2	0	2	1		0		
Reinstatement			0	0	0	0	()	0		
Religious Accommodation			0	0	0	0	()	0		
Retirement			0	0	0	0	()	0		
Sex-Stereotyping		ĺ	0	0	0	0	()	0		
Telework			0	0	1	0	()	1		
Termination		ĺ	2	2	1	1	()	2		
Terms/Conditions of Employme	ent		2	3	0	2	()	1		
Time and Attendance		ĺ	0	1	0	1	1		1		
Training			1	1	0	1	()	0		
Other											
Equal Pay Act Violation			0	0	0	0	()	0		
User Defined - Other 2			0	0	0	0	()	0		
User Defined - Other 3			0	0	0	0	()	0		
User Defined - Other 4			0	0	0	0	()	0		
				Compa	rative I	Data					
Processing Time	I	Previ	ious	Fiscal Y	ear Dat	a		20	19 Thru		
	2014	20	15	2016	2017	201	8		03-31		
Complaints pending during fisc	ng fiscal year										
Average number of days in investigation	433.06	194	.69	189.43	185.59	117.	88		186.00		
Average number of days in final action	34.25	30.	82	28.27	16.80	19.8	30	26.00			
Complaint pending during fisca	ıl year wl	here l	hear	ing was i	requeste	d					
Average number of days in investigation	218	.43	190.29	182.93	142.	00		186.00			

Average number of days in final action	25.2	25	22	2.43	3	19.	.22		10.8	8	15	.12		26.0	00
Complaint pending during fisca	l yea	: W	here	he	arin	ıg v	vas	nc	ot rec	lue	sted				
Average number of days in investigation	311.	10	16	7.0	0 1	199	0.00	1	198.0	00	45	.50		0	
Average number of days in final action	38.7	75	45	5.50)	42.	.25		40.5	0	38	.50		0	
							Coı	mj	para	tiv	e Da	ata			
Complaints Dismissed by Ago	ency		Pı	rev	ious	s Fi	isca	1 }	Year	Da	ata		20	19 T	hru
			2014	4 2	201	5	201	6	201	7	201	.8		03-3	1
Total Complaints Dismissed by Agency			6		3		2		1		5			2	
Average days pending prior to dismissal			56.3	3	64	1 251		1	23		67.	4	7.5		
Complair	nts W	itl	ıdra	wn	ı by	Co	omp	la	inar	ıts					
Total Complaints Withdrawn by Complainants	•				1 1		0		1		0			0	
						(Com	ıp	arat	ive	Da	ta			
Total Final Agency Actions	5		Previous Fiscal Year Data 2010								019 7	Γhru			
Finding Discrimination	ĺ	20	14	20)15	2	2016 201		2017		201			03-	31
		#	%	#	%	#	9/	Ó	#	%	#	%	7	#	%
Total Number Findings		0		0		1			0		1		()	
Without Hearing		0	0	0	0	0	0)	0	0	1	100) ()	0
With Hearing		0	0	0	0	1	10	0	0	0	0	0	()	0
Findings of Discrimination Re	Rendered Comparative Data														
by Basis				F	Prev	/iot	us F	'is	cal Y	Zea	r D	ata			019
Note: Complaints can be filed a multiple bases. The sum of the l	_	_	20	014	2	01	5	20)16	2	017	2	018		hru 3-31
may not equal total complaints findings.			#	%	, #	9,	⁄o	#	%	#	%	#	%	#	%
Total Number Findings			0		0		1			0		0		0	
			-i	_		_		-6			_		_	-	

Color	0	0	0	0	1	100	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	1	100	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
				<u> </u>	-	1						
Findings After Hearing	0		0		1		0		0		0	
Race	0	0	0	0	1	100	0	0	0	0	0	0
Color	0	0	0	0	1	100	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	1	100	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							Λ				0	
8	0		0		0		0		0		U	

Conversion to Full Time/Perm	+											+	
Awards	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
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0		0
Total Number Findings	0		0		1		0		0		0		
	#	%	#	%	#	%	#	%	#	%	#		%
Rendered by Issue	20	014	20	15	20	016	20)17	20	18		03-3	31
Findings of Discrimination		Pı	evi	ous	Fis	cal Y	Year	r Da	ta		20	19 T	hru
					C	omp	ara	tive	Da	ta			
Non-EEO		0	0	0	0	0	0	0	0	0	0	0	0
Genetics	Genetics		0	0	0	0	0	0	0	0	0	0	0
Disability		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
Equal Pay Act		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
PDA		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
Reprisal		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
Color		0	0	0	0	0	0	0	0	0	0	0	0

Thidings of Discrimination											401	, IIII u
Rendered by Issue	20	014	20)15	2	016	20)17	20)18	0.	3-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		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	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	1	100	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 Violation	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
Findings After Hearing	0		0		1		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	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	1	100	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 Violation	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
									ı		I	
Findings Without Hearing	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												
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	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

	1 1		1		1 1			1	Т	1 1		1
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 Violation	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
						Con	npa	ırati	ve	Data		
Pending Complaints Filed in Prev Fiscal Years by Status	ious								201	9 Thru		
Tiscai Teats by Status		2	2014	20	015	201	6	201′	7	2018	0	3-31
Total complaints from previous Fisc Years	Fiscal			1	23	26	5	27		26		22
Total Complainants			29	1	22	23	3	23		21		17
Number complaints pending												
Investigation					0	0		0		0		0

ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	27	21	25	26	24	19
Final Agency Action	3	2	0	0	1	2
	Comparative Data					
			-			
Complaint Investigations	Pre	evious l	Fiscal `	Year D	ata	2019
Complaint Investigations	Pre 2014			Year D	2018	2019 Thru 03- 31