

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

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 | 9 | 17 | 16 | 20 | 13 | 2 |
| Number of Complainants | 9 | 14 | 16 | 18 | 13 | 2 |
| Repeat Filers | 0 | 2 | 0 | 1 | 0 | 0 |
| 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 | 6 | 6 | 5 | 13 | 6 | 2 |
| Color | 2 | 4 | 3 | 6 | 3 | 2 |
| Religion | 1 | 1 | 1 | 0 | 2 | 1 |
| Reprisal | 2 | 9 | 10 | 12 | 8 | 0 |
| Sex | 5 | 6 | 5 | 7 | 3 | 1 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 1 | 2 | 2 | 4 | 0 | 1 |

| | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 4 | 10 | 8 | 4 | 3 | 0 |
| Disability | 1 | 7 | 5 | 5 | 3 | 1 |
| Genetics | 0 | 0 | 0 | 0 | 1 | 0 |
| Non-EEO | 0 | 0 | 0 | 1 | 2 | 0 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2023 Thru 12- 31 |
| 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. | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Appointment/Hire | 2 | 3 | 3 | 2 | 1 | 0 |
| Assignment of Duties* | 1 | 1 | 0 | 0 | 0 | 0 |
| Awards | 0 | 2 | 0 | 1 | 0 | 0 |
| Conversion to Full Time/Perm Status* | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 1 | 0 | 0 | 0 | 0 |
| Reprimand** | 1 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 1 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Warning** | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Disciplinary Actions** | 0 | 2 | 0 | 0 | 1 | 1 |
| Other 2** | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours* | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 0 | 1 | 1 | 3 | 1 | 0 |

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|---------------------------------------|---|---|----|---|---|---|
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 4 | 7 | 11 | 7 | 9 | 0 |
| Sexual | 0 | 0 | 2 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 1 | 0 | 3 | 9 | 1 | 1 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 1 | 1 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 1 | 0 | 0 | 1 | 1 | 0 |
| 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 | 1 | 0 |
| Telework | 0 | 1 | 0 | 1 | 0 | 0 |
| Termination | 0 | 2 | 1 | 1 | 0 | 0 |
| Terms/Conditions of Employment* | 0 | 2 | 2 | 1 | 0 | 0 |
| Time and Attendance | 1 | 2 | 0 | 1 | 1 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 3 | 0 |
| 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 |

| Processing Time | Comparative Data | | | | | |
|--|---------------------------|--------|--------|--------|--------|---------------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 12- 31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 117.88 | 128.92 | 126.50 | 116.00 | 148.78 | 0 |
| Average number of days in final action | 19.80 | 23.12 | 36.55 | 31.57 | 35.21 | 45.67 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 142.00 | 130.78 | 130.75 | 109.20 | 151.83 | 0 |
| Average number of days in final action | 15.12 | 21.53 | 32.25 | 23.50 | 33.33 | 44.00 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 45.50 | 123.33 | 124.38 | 120.25 | 142.67 | 0 |
| Average number of days in final action | 38.50 | 35.00 | 39.00 | 34.80 | 38.60 | 49.00 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2023 Thru 12- 31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Total Complaints Dismissed by Agency | 5 | 6 | 1 | 3 | 6 | 1 |
| Average days pending prior to dismissal | 67.4 | 35.67 | 9 | 18 | 19 | 31 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 0 | 0 | 3 | 2 | 0 | 0 |

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|---------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| | | | | | | | | | | | | |
| Findings After 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 | | | | | | | | | | | | |

| | | | | | | | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|--------------------------------|---|---|---|---|---|---|
| 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 |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2023 Thru 12-31 | | | | | | |
| | 2018 | 2019 | 2020 | 2021 | 2022 | | | | | | | |
| Total complaints from previous Fiscal Years | 26 | 9 | 3 | 5 | 6 | 7 | | | | | | |
| Total Complainants | 21 | 9 | 3 | 5 | 6 | 7 | | | | | | |

| Number complaints pending | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
| Investigation | 0 | 0 | 0 | 0 | 0 | 1 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Hearing | 24 | 7 | 2 | 4 | 4 | 5 |
| Final Agency Action | 1 | 1 | 0 | 0 | 1 | 0 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2023 Thru 12- 31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 0 | 0 | 0 |