

**United States Mint Internal Complaint Activity  
Equal Employment Opportunity Data Posted  
Pursuant to the No FEAR Act**

**Data as of October 1, 2003 - End of Fourth Quarter Fiscal Year 2004**

**Note:** 2002 figures reflect Homeland Security divestiture period.

N/A represents data not captured at time posting or not collected in manner required, development is in progress.

| COMPLAINT ACTIVITY                           | FY2004<br>END OF<br>4th QTR | COMPARATIVE DATA     |      |      |      |      |
|--|-----------------------------|----------------------|------|------|------|------|
|  |                             | PREVIOUS FISCAL YEAR |      |      |      |      |
|  |                             | 2003                 | 2002 | 2001 | 2000 | 1999 |
| Number of Complaints Filed in FY 1614.704(a) | 37                          | 31                   | 43   | 36   | 37   | 31   |
| Number of Complainants 1614.704(b)           | N/A                         | N/A                  | N/A  | N/A  | N/A  | N/A  |
| Repeat Filers 1614.704(c)                    | N/A                         | N/A                  | N/A  | N/A  | N/A  | N/A  |

| 29 CFR §1614.704(d)                                  |                             | 29 CFR §1614.705 COMPARATIVE DATA |      |      |      |      |
|--|-----------------------------|-----------------------------------|------|------|------|------|
| COMPLAINTS BY BASIS                                  | FY2004<br>END OF<br>4th QTR | PREVIOUS FISCAL YEAR              |      |      |      |      |
|  |                             | 2003                              | 2002 | 2001 | 2000 | 1999 |
| Race   | 12                          | 18                                | 25   | 19   | 18   | 25   |
| Color  | 0                           | 0                                 | 0    | 0    | 0    | 0    |
| Religion   | 1                           | 3                                 | 4    | 0    | 2    | 1    |
| National Origin                                      | 5                           | 7                                 | 9    | 4    | 7    | 2    |
| Sex (including complaints filed under Equal Pay Act) | 16                          | 23                                | 20   | 27   | 25   | 14   |
| Disability   | 5                           | 9                                 | 11   | 13   | 11   | 11   |
| Age  | 13                          | 10                                | 24   | 25   | 21   | 7    |
| Reprisal   | 16                          | 9                                 | 18   | 25   | 21   | 9    |
| Non-EEO  | 0                           | 0                                 | 0    | 0    | 0    | 0    |

Note: Data not collected by Color - Color included in basis "Race"

| 29 CFR §1614.704(e)  |                             | 29 CFR §1614.705 COMPARATIVE DATA |      |      |      |      |
|----------------------|-----------------------------|-----------------------------------|------|------|------|------|
| COMPLAINTS BY ISSUE  | FY2004<br>END OF<br>4th QTR | PREVIOUS FISCAL YEAR              |      |      |      |      |
|                      |                             | 2003                              | 2002 | 2001 | 2000 | 1999 |
| Appointment/Hire     | 0                           | 0                                 | 2    | 1    | 0    | 0    |
| Assignment of Duties | 11                          | 6                                 | 9    | 3    | 9    | 0    |
| Awards               | 0                           | 3                                 | 3    | 0    | 0    | 0    |

|                                |    |    |    |    |    |    |
|--------------------------------|----|----|----|----|----|----|
| Conversion to Full-time        | 0  | 0  | 0  | 0  | 0  | 0  |
| Disciplinary Action            |    |    |    |    |    |    |
| Demotion                       | 0  | 0  | 6  | 1  | 0  | 0  |
| Reprimand                      | 0  | 3  | 0  | 2  | 6  | 0  |
| Suspension                     | 0  | 2  | 1  | 0  | 6  | 4  |
| Removal                        | 0  | 0  | 0  | 0  | 0  | 0  |
| Other                          | 0  | 0  | 0  | 0  | 0  | 0  |
| Duty Hours                     | 0  | 4  | 0  | 3  | 0  | 4  |
| Evaluation/Appraisal           | 4  | 3  | 4  | 0  | 2  | 0  |
| Examination/Test               | 0  | 0  | 0  | 0  | 0  | 0  |
| Harassment                     |    |    |    |    |    |    |
| Non-Sexual                     | 20 | 23 | 19 | 15 | 20 | 10 |
| Sexual                         | 0  | 1  | 0  | 2  | 3  | 0  |
| Medical Examination            | 0  | 0  | 0  | 0  | 0  | 0  |
| Pay (Including Overtime)       | 0  | 2  | 1  | 1  | 2  | 1  |
| Promotion/Non-Selection        | 17 | 9  | 30 | 37 | 28 | 28 |
| Reassignment                   |    |    |    |    |    |    |
| Denied                         | 0  | 1  | 0  | 0  | 0  | 0  |
| Directed                       | 11 | 0  | 7  | 5  | 4  | 0  |
| Reasonable Accommodation       | 0  | 0  | 0  | 0  | 0  | 0  |
| Reinstatement                  | 1  | 0  | 0  | 0  | 0  | 0  |
| Retirement                     | 2  | 0  | 5  | 3  | 2  | 5  |
| Termination                    | 1  | 5  | 8  | 13 | 9  | 4  |
| Terms/Conditions of Employment | 0  | 13 | 6  | 14 | 7  | 11 |
| Time and Attendance            | 1  | 3  | 10 | 3  | 3  | 1  |
| Training                       | 0  | 1  | 0  | 10 | 4  | 1  |
| Other                          | 0  | 0  | 0  | 0  | 0  | 0  |

| <b>29 CFR §1614.704(f)</b>   |                            |                     |
|--|----------------------------|---------------------|
| <b>Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."</b> | <b>2004 END OF 4th QTR</b> |                     |
|  | <b>NUMBER</b>              | <b>AVERAGE DAYS</b> |
| All complaints pending in Investigative Stage  | 13                         | 364.80              |
| All complaints pending in Final Agency Action  | 4                          | 404.75              |
| All complaints pending in which Hearing was not requested  | 4                          | 404.75              |
| Time in Investigation Stage  | N/A                        | N/A                 |
| Time to issue Final Agency Action  | N/A                        | N/A                 |
| All complaints pending in which a Hearing was requested  | 12                         | 503.17              |
| Time in Investigation Stage  | N/A                        | N/A                 |
| Time to issue Final Agency Action  | N/A                        | N/A                 |

|                            |                                     |
|----------------------------|-------------------------------------|
| <b>29 CFR §1614.704(g)</b> | <b>29 CFR §1614.705 COMPARATIVE</b> |
|                            | <b>PREVIOUS FISCAL YEAR</b>         |







|                                |     |     |     |     |     |     |     |     |     |     |     |     |     |
|--------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Denied                         | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Directed                       | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Reasonable Accommodation       | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Reinstatement                  | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Retirement                     | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Termination                    | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Terms/Conditions of Employment | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Time and Attendance            | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Training                       | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Other                          | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

| 29 CFR §1614.704(k)                                     |                     | 29 CFR §1614.705 COMPARATIVE DATA |      |      |      |      |
|---|---------------------|-----------------------------------|------|------|------|------|
| COMPLAINTS PENDING FROM PREVIOUS FISCAL YEARS BY STATUS | 2004 END OF 4th QTR | PREVIOUS FISCAL YEAR              |      |      |      |      |
|   |                     | 2003                              | 2002 | 2001 | 2000 | 1999 |
| Total complaints from previous Fiscal Years 704(k) (1)  | 46                  | N/A                               | N/A  | N/A  | N/A  | N/A  |
| Total Complainants 704(k) (2)                           | N/A                 | N/A                               | N/A  | N/A  | N/A  | N/A  |
| <b>Number complaints pending [as of 9/30]:</b>          |                     |                                   |      |      |      |      |
| <b>704(k) (3)</b>                                       |                     |                                   |      |      |      |      |
| Investigation   | 13                  | N/A                               | N/A  | N/A  | N/A  | N/A  |
| ROI issued, pending Complainant's action                | 3                   | N/A                               | N/A  | N/A  | N/A  | N/A  |
| Hearing   | 12                  | N/A                               | N/A  | N/A  | N/A  | N/A  |
| Written notice  | N/A                 | N/A                               | N/A  | N/A  | N/A  | N/A  |
| Final Agency Action                                     | 4                   | N/A                               | N/A  | N/A  | N/A  | N/A  |

| 29 CFR §1614.704(l)                           |                     | 29 CFR §1614.705 COMPARATIVE DATA |      |      |      |      |
|---|---------------------|-----------------------------------|------|------|------|------|
| COMPLAINT INVESTIGATIONS                      | 2004 END OF 4th QTR | PREVIOUS FISCAL YEAR              |      |      |      |      |
|   |                     | 2003                              | 2002 | 2001 | 2000 | 1999 |
| Number Pending Completion of Investigation    | 13                  | N/A                               | N/A  | N/A  | N/A  | N/A  |
| Pending Investigations Beyond Authorized Time | 6                   | N/A                               | N/A  | N/A  | N/A  | N/A  |

This page was last modified on October 18, 2004.