Bureau of Engraving and Printing Internal Complaint Activity Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

Data as of October 1, 2003 - End of Fourth Quarter FY 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.

	FY2004		COMPARA	TIVE DATA		
COMPLAINT ACTIVITY	END OF		PREVIOUS	FISCAL YEA	R	
	4th QTR	2003	2002	2001	2000	1999
Number of Complaints Filed in						
FY 1614.704(a)	39	48	64	47	75	102
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 END OF	PREVIOUS FISCAL YEAR									
	4th QTR	2003	2002	2001	2000	1999					
Race	28	41	46	20	70	75					
Color	0	0	0	0	0	0					
Religion	2	2	7	3	0	11					
National Origin	5	8	13	4	11	33					
Sex (including complaints											
filed under Equal Pay Act)	11	18	30	22	26	49					
Disability	7	4	13	13	21	26					
Age	8	16	36	17	42	42					
Reprisal	23	26	44	24	61	72					
Non-EEO	0	0	0	0	0	0					
Note: Data not collected by Co	olor - Color in	ncluded	in basis	"Race"							

29 CFR §1614.704((e)	29 CFR §1614.705 COMPARATIV DATA								
	FY2004	P	REVIOL	JS FISC	AL YEAI	ર				
COMPLAINTS BY ISSUE	END OF									
	4th QTR	2003	2002	2001	2000	1999				
Appointment/Hire	0	0	0	0	7	6				
Assignment of Duties	14	12	5	0	9	25				
Awards	0	0	3	0	0	2				

Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	2	1
Reprimand	2	10	8	0	0	9
Suspension	6	4	5	2	2	12
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	2	3	0	0	0	5
Evaluation/Appraisal	5	2	17	5	16	19
Examination/Test	0	0	0	0	0	0
Harrasment						
Non-Sexual	11	27	43	21	45	36
Sexual	0	0	2	3	0	3
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	14	0	0	0	3
Promotion/Non-Selection	24	21	63	34	44	84
Reassignment						
Denied	0	0	1	0	0	8
Directed	2	0	0	0	5	5
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	4	0	3	3
Termination	6	6	1	8	7	4
Terms/Conditions of						
Employment	4	4	27	22	70	52
Time and Attendance	6	7	3	4	10	28
Training	2	5	7	4	11	3
Other	0	0	0	0	0	0

29 CFR §1614.704(f)		
Processing Time "post the average length of time it takes to complete each step of the	2004 END 0	OF 4th QTR
process for every complaint that is pending during any time of the then fiscal year"	NUMBER	AVERAGE DAYS
All complaints pending in Investigative Stage	14	260.75
All complaints pending in Final Agency Action	2	392.50
All complaints pending in which Hearing was not		
requested	2	392.50
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	28	81.46
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A

29 CFR §1614.704(q)

29 CFR §1614.705 COMPARATIVE

DATA

	37	PREVIOUS FISCAL YEAR									
COMPLAINTS DISMISSED BY AGENCY PURSUANT TO 1614.107(a)	FY2004 END OF 4th QTR	2003	2002	2001	2000	1999					
Total Complaints Dismissed											
by Agency	3	14	16	16	20	31					
Average days Pending prior to											
dismissal	98.33	40.71	124.88	191.56	222.10	####					

29 CFR §1614.704(h)				29 CFR §1614.705 COMPARATIVE DATA										
2004	1	PREVIOUS FISCAL YEAR												
4th QTR		4th QTR		20	2003		02	20	01	20	00	19	99	
#	%	#	%	#	%	#	%	#	%	#	%			
0	0	0	0	0	0	0	0	1	100	0	0			
0	0	0	0	0	0	0	0	0	0	0	0			
0	0	0	0	0	0	0	0	1	100	0	0			
	2004 4th Q	2004 4th QTR	2004 4th QTR 20 # % #	2004 2003 4th QTR 2003 # % # %	2004 PREV 4th QTR 2003 200 # % # % #	2004 PREVIOUS F 4th QTR 2003 2002 # % # %	2004 PREVIOUS FISCA 4th QTR 2003 2002 20 # % # % # % # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2004 PREVIOUS FISCAL YEA 4th QTR 2003 2002 2001 # % # % # %	2004 PREVIOUS FISCAL YEAR 4th QTR 2003 2002 2001 20 # % # % # % # 0 0 0 0 0 0 1 0 0 0 0 0 0 0 1	PREVIOUS FISCAL YEAR 4th QTR 2003 2002 2001 2000 # % # % # % # % 0 0 0 0 0 0 100 0 0 0 0 0 0 100 0 0 0 0 0 0 0	2004 PREVIOUS FISCAL YEAR 4th QTR 2003 2002 2001 2000 19 # % # % # % # % # 0 0 0 0 0 0 10 0 0 0 0 0 0 0 0 0 0			

29 CFR §1614.7	'04(i)		29 CFR §1614.705 COMPARATIVE DATA										
FINDINGS OF	2004	1			PREV	IOUS F	ISCA		AR				
DISCRIMINATION	4th Q	ſR	20	03	20	02	20	01	20	00	19	99	
RENDERED BY BASIS	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings													
704(i)(1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Race	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Color	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Religion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Sex (include Equal Pay	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Disability	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Age	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Number Findings													
Rendered Without Hearing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Race	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Color	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Religion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Sex (include Equal Pay	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Disability	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Age	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

Number Findings]											
Rendered After Hearing	N/A											
Race	N/A											
Color	N/A											
Religion	N/A											
National Origin	N/A											
Sex (include Equal Pay	N/A											
Disability	N/A											
Age	N/A											
Reprisal	N/A											

29 CFR §1614.7		29 CFR §1614.705 COMPARATIVE DATA										
FINDINGS OF	2004 END 0	_			PREV	IOUS F	ISCA	L YE	AR			
	4th Q	TR	20	03	200	02	2001		2000		19	99
RENDERED BY ISSUE	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(j)(1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A		
Awards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Disciplinary Action	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Demotion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	
Suspension	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Removal	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
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Harassment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reassignment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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
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
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
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
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
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
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
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
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
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
Findings Without Hearing												
704(j)(2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Awards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Disciplinary Action	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Demotion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Suspension	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Removal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	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	N/A
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Harassment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Reassignment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	N/A
Denied	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N	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	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	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	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	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	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
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
Training	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	N/A
Findings After Hearing											
704(j)(3)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A		N/A
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A		N/A
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A		N/A N/A			N/A
Awards	N/A	N/A	N/A	N/A			N/A			N/A N	
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A		N/A N/A			N/A
Disciplinary Action	N/A	N/A	N/A	N/A	N/A	N/A		N/A N/A			N/A
Demotion	N/A	N/A	N/A	N/A	N/A	N/A		N/A N/A			N/A
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A		N/A N/A			N/A
Suspension	N/A	N/A	N/A	N/A	N/A	N/A		N/A N/A			N/A
Removal	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 N/A			N/A N/A
Duty Hours	N/A N/A		N/A	N/A	N/A	N/A N/A		N/A N/A			N/A
Evaluation/Appraisal		N/A		N/A							
Examination/Test	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 N/A N/A N/A			N/A
Harassment	N/A		N/A	N/A							N/A
Non-Sexual	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 N/A			N/A N/A
Sexual	N/A N/A	N/A	N/A	N/A	N/A	N/A		N/A N/A			N/A
Medical Examination	N/A N/A	N/A	N/A	N/A	N/A	N/A		N/A N/A			N/A
Pay (Including Overtime)	N/A N/A	N/A	N/A	N/A	N/A	N/A		N/A N/A			N/A
Promotion/Non-Selection Reassignment	N/A	N/A	N/A	N/A	N/A	N/A				N/A N	
reassiunnent	IN/A	1N/ A	iN/A	IN/A	IN/A	1N/A				IN/A P	N/ A

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

29 CFR §1614.704(k)		29 CFR §1614.705 COMPARATIVE DATA							
COMPLAINTS PENDING FROM PREVIOUS FISCAL	2004 END OF 4th QTR	PREVIOUS FISCAL YEAR							
YEARS BY STATUS		2003	2002	2001	2000	1999			
Total complaints from									
previous fiscal years									
704(k)(1)	63	N/A	N/A	N/A	N/A	N/A			
Total Complainants	N/A	N/A	N/A	N/A	N/A	N/A			
Number complaints pending [as of 9/30]:									
Investigation	14	N/A	N/A	N/A	N/A	N/A			
ROI issued, Pending									
Complainant's action	2	N/A	N/A	N/A	N/A	N/A			
Hearing	28	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	2	N/A	N/A	N/A	N/A	N/A			

29 CFR §1614.704(l)		29 CFR §1614.705 COMPARATIVE						
COMPLAINT	2004 END OF	PREVIOUS FISCAL YEAR						
INVESTIGATIONS	4th QTR	2003	2002	2001	2000	1999		
Number Pending Completion of Investigation	14	N/A	N/A	N/A	N/A	N/A		
Pending Investigations Beyond Authorized Time								
Frames	2	N/A	N/A	N/A	N/A	N/A		

This page was last modified on October 18, 2004.