

**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.

COMPLAINT ACTIVITY	FY2004 END OF 4th QTR	COMPARATIVE DATA				
		PREVIOUS FISCAL YEAR				
		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 4th QTR	PREVIOUS FISCAL YEAR				
		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 Color - Color included in basis "Race"

29 CFR §1614.704(e)		29 CFR §1614.705 COMPARATIVE DATA				
COMPLAINTS BY ISSUE	FY2004 END OF 4th QTR	PREVIOUS FISCAL YEAR				
		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
<b>Disciplinary Action</b>						
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
<b>Harrasment</b>						
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
<b>Reassignment</b>						
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
<b>Terms/Conditions of Employment</b>						
Time and Attendance	4	4	27	22	70	52
Training	6	7	3	4	10	28
Other	2	5	7	4	11	3
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	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

<b>29 CFR §1614.704(q)</b>	<b>29 CFR §1614.705 COMPARATIVE DATA</b>
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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)	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
<b>Number complaints pending [as of 9/30]:</b>						
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(I)		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	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.