

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

United States Mint

For 4th Quarter 2016 for period ending September 30, 2016

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	41	33	25	28	30	34
Number of Complainants	40	31	25	24	29	32
Repeat Filers	1	2	0	4	1	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Race	22	12	12	12	15	20
Color	5	2	2	8	6	7
Religion	1	0	2	0	0	0
Reprisal	25	17	12	20	21	19
Sex	16	16	7	9	15	15
PDA	0	0	1	0	0	0
National Origin	4	2	2	1	5	3

Equal Pay Act	0	0	2	0	0	0
Age	13	12	4	7	11	12
Disability	10	3	5	7	8	8
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	0	0	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	1	2	2	5	2	4
Assignment of Duties	16	7	5	5	3	6
Awards	0	0	1	0	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	3	2	1	1	1	1
Suspension	3	3	1	1	3	4
Removal	1	0	0	0	0	1
Other	0	0	0	0	0	1
Duty Hours	2	0	0	1	3	0
Perf. Eval./ Appraisal	3	1	1	1	3	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	15	8	8	11	15	17
Sexual	1	1	1	0	0	0
Medical Examination	1	0	0	0	0	0
Pay including overtime	2	2	0	2	0	1
Promotion/Non-Selection	9	5	1	2	5	7

Reassignment						
Denied	0	0	0	0	1	1
Directed	2	2	3	3	2	1
Reasonable Accommodation Disability	0	0	1	2	4	1
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	0	0
Telework	0	0	0	0	0	1
Termination	1	2	2	1	1	3
Terms/Conditions of Employment	16	7	9	7	7	4
Time and Attendance	3	2	1	1	2	4
Training	10	2	1	0	0	4
Other						
Equal Pay Act Violation	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					2016 Thru 09-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	157.00	205.47	256.83	276.81	219.39	183.96
Average number of days in final action	26.44	23.28	38.54	33.57	42.83	38.58
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	153.70	200.82	284.80	292.71	208.62	186.64

Average number of days in final action	19.18	19.72	4.00	14.38	10.00	18.20						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	161.75	214.00	204.38	249.80	244.00	180.20						
Average number of days in final action	42.40	32.43	53.89	59.17	59.25	61.22						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2016 Thru 09- 30						
	2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency	0	5	1	4	5	6						
Average days pending prior to dismissal	0	230.4	21	616.5	85.2	25.83						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	5	2	5	2	4						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data					2016 Thru 09- 30						
	2011	2012	2013	2014	2015							
	#	%	#	%	#	%	#	%				
Total Number Findings	1		0		0		1		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	1	100	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data					2016 Thru 09- 30						
	2011	2012	2013	2014	2015							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		2		0		0	

Race	1	100	0	0	0	0	2	100	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	50	0	0	0	0
Reprisal	0	0	1	50	0	0	0	0	0	0	0	0
Sex	0	0	1	50	0	0	1	50	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	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	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 After Hearing	1		0		0		1		0		0	
Race	1	100	0	0	0	0	1	100	0	0	0	0
Color	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
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	100	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	0	0	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	0		2		0		1		0		0	

Race	0	0	0	0	0	0	0	1	100	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	1	100	0	0	0	0
Reprisal	0	0	1	50	0	0	0	0	0	0	0	0	0
Sex	0	0	1	50	0	0	0	0	0	0	0	0	0
PDA	0	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	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	50	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	1	100	0	0	0	0
Genetics	0	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	0
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data											2016 Thru 09-30	
	2011		2012		2013		2014		2015				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		2		0		2		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	1	50	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	1	100	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	

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	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	1	100	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	1	50	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2016 Thru 09-30					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	30	19	23	24	25	24						
Total Complainants	30	19	22	22	24	22						
Number complaints pending												

Investigation	0	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	26	18	23	23	23	24
Final Agency Action	2	0	0	1	1	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09- 30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	5	0	0	0