

**United States
Department of the Treasury
No FEAR Act Annual Report
Fiscal Year (FY) 2024**



Prepared by
The Office of Civil Rights and
EEO

Report Contents

Section I. Summary of District Court Cases (FY 2020 to FY 2024)

Section II. Analysis of Administrative Complaints

A. Examination of Trends, Causal Analysis, and Practical Knowledge Gained through Experience

B. Actions Taken to Improve Agency Complaint or Civil Rights Program

Attachment A Administrative Equal Employment Opportunity (EEO) Complaint Data (FY 2020 to FY 2024)

Attachment B Department of the Treasury No FEAR Act Training Plan

Attachment C FY 2024 Administrative EEO Complaints Findings of Discrimination and Corrective Actions

United States Department of the Treasury
No FEAR Act Report, as amended¹
Fiscal Year (FY) 2024

Section I. Summary of District Court Cases (FY 2020 to FY 2024)

Data was derived from reports submitted by counsel in each bureau of the Department of the Treasury (the Department or Treasury). These charts show all cases and payments to the Judgment Fund in Fiscal Year (FY) 2020 to FY 2024, regardless of when the case was filed. Because the charts show cases filed under multiple statutes, numbers will not total. The total number of cases settled, pending, and adjudicated will not equal the total number filed due to cases filed prior to the five-year reporting period.

1. *The number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201(a) in which discrimination on the part of the agency was alleged.*

	TOTAL FILED: 94 cases				
	FY 20	FY 21	FY 22	FY 23	FY 24
Title VII (race, color, religion, sex, national origin)	8	21	18	21	44
Age	3	3	3	7	12
Sex (Equal Pay Act)	1	0	0	0	16
Disability (Section 501 of the Rehabilitation Act of 1973)	5	10	8	7	23
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	0	0

¹ Elijah E. Cummings Federal Employee Antidiscrimination Act (CFEA Act) of 2020 amends the Notification and Federal Employee Anti-discrimination and Retaliation Act (No FEAR Act) to include additional reporting and posting requirements when discrimination has been found in EEO administrative and District Court cases.

2. *The status or disposition of cases described in paragraph (1).*

	TOTAL SETTLED: 19 cases				
	FY 20	FY 21	FY 22	FY 23	FY 24
Title VII (race, color, religion, sex, national origin)	4	4	2	2	3
Age	0	0	1	0	1
Sex (Equal Pay Act)	0	0	0	0	1
Disability (Section 501 of the Rehabilitation Act of 1973)	1	1	2	1	2
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	0	0

	PENDING: 40 cases*				
	FY 20	FY 21	FY 22	FY 23	FY 24
Title VII (race, color, religion, sex, national origin)	46	38	40	42	36
Age	14	6	8	9	11
Sex (Equal Pay Act)	1	1	1	1	12
Disability (Section 501 of the Rehabilitation Act of 1973)	22	15	12	14	18
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	0	1

* Figure reflects total number of cases pending at the end of FY 2024 regardless of the year in which it was filed.

	JUDGMENT FOR AGENCY: 89				
	FY 20	FY 21	FY 22	FY 23	FY 24
Title VII (race, color, religion, sex, national origin)	12	24	25	17	12
Age	6	5	9	3	0
Sex (Equal Pay Act)	1	1	0	0	4
Disability (Section 501 of the Rehabilitation Act of 1973)	4	7	11	5	4
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	1	0	0	0	0

	JUDGMENT FOR PLAINTIFF: 0				
	FY 20	FY 21	FY 22	FY 23	FY 24
Title VII (race, color, religion, sex, national origin)	0	0	0	0	0
Age	0	0	0	0	0
Sex (Equal Pay Act)	0	0	0	0	0
Disability (Section 501 of the Rehabilitation Act of 1973)	0	0	0	0	0
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	0	0

3. *The amount of money required to be reimbursed by such agency under section 201 in connection with each of such cases, separately identifying the aggregate amount of such reimbursements attributable to the payment of attorneys' fees, if any.*

	TOTAL AMOUNT PAID (SETTLEMENTS AND JUDGMENTS FOR PLAINTIFFS): \$1,065,436				
	FY 20	FY 21	FY 22	FY 23	FY 24
FY Totals	\$256,363	\$70,860	\$238,624	\$351,249	\$148,340

FY Totals	TOTAL ATTORNEY'S FEES PAID (SETTLEMENTS AND JUDGMENTS FOR PLAINTIFFS): \$870,864				
	FY 20	FY 21	FY 22	FY 23	FY 24
	\$ 80,000	\$70,239	\$161,875	\$258,750	\$300,000

4. *The number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1).*

FY Totals	TOTAL NUMBER EMPLOYEES DISCIPLINED: 1				
	FY 20	FY 21	FY 22	FY 23	FY 24
	1	0	0	0	0

5. *The final year-end data posted under section 301(c)(1)(B) for such fiscal year (without regard to section 301(c)(2)).*

See Attachment A.

6. *A detailed description of the policy implemented by that agency relating to appropriate disciplinary actions against a Federal employee who-*
- i. discriminated against any individual in violation of any of the laws cited under section 201(a)(1) or (2), or*
 - ii. committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under section 201(a)(1) or (2), and with respect to each of such laws, the number of employees who are disciplined in accordance with such policy and the specific nature of the disciplinary action taken.*

The Department’s policy, *Disciplinary Action for Employees who Violate Antidiscrimination and Whistleblower Protection Laws*, requires bureaus to establish a disciplinary policy and/or table of penalties providing for appropriate disciplinary actions for employees who have intentionally engaged in discrimination or retaliatory actions, including retaliation for whistleblowing activities. Bureaus are asked to provide a copy of their disciplinary policy and/or table of penalties as part of a program audit review the Department conducts at each bureau. In addition, the Department of the Treasury’s Rules of Conduct (31 CFR §0.217) state that:

- (a) Employees shall not discriminate against or harass any other employee, applicant for employment, contractor, or person dealing with the Department on official business on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, age, disability, political affiliation, marital status, parental status, veterans status, or genetic information.
- (b) Supervisors shall not retaliate against an employee for complaining about suspected unlawful discrimination or harassment, seeking accommodation for a disability, or otherwise exercising their right to be free from unlawful discrimination.
- (c) An employee who engages in discriminatory or retaliatory conduct may be disciplined under these regulations, as well as other applicable laws[...].

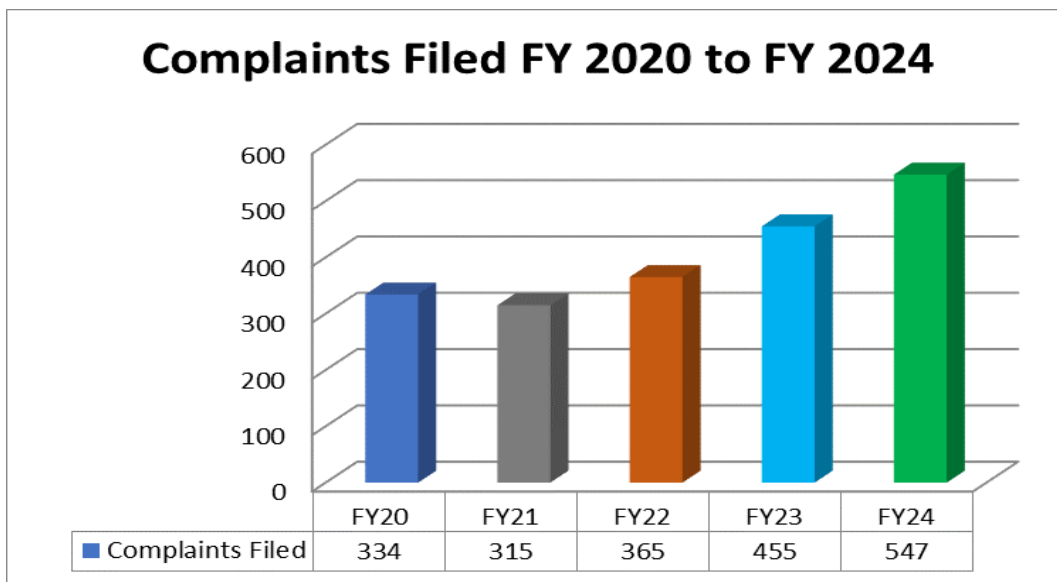
For FY 2024, the Department had seven (7) findings of discrimination in the EEO administrative process, which the Department issued. For a list of corrective actions taken for the seven cases with a finding of discrimination, see Attachment C.

Section II. Analysis of Administrative Complaints*

7. An analysis of the information described under paragraphs (1) through (6) (in conjunction with data provided to the Equal Employment Opportunity Commission in compliance with part 1614 of title 29 of the Code of Federal Regulations) including:
- an examination of trends;
 - causal analysis;
 - practical knowledge gained through experience; and
 - any actions planned or taken to improve complaint or civil rights programs of the agency.

A. Examination of Trends, Causal Analysis, and Practical Knowledge Gained Through Experience

Treasury's complaint activity data demonstrated a 20.2% increase in complaints filed from FY 2023 (455 complaints filed) to FY 2024 (547 complaints filed). The per capita rate of formal equal employment opportunity (EEO) complaints filed in FY 2024 saw an increase as well, from 0.39% in FY 2023 (413 complainants) to 0.45% in FY 2024 (494 complainants). The per capita rate is derived from the total workforce (permanent and temporary employees) divided by the number of complainants who file formal.



*Administrative complaint data by fiscal year is based on the annual Equal Employment Opportunity Commission's (EEOC) 462 Report. Federal agencies are required to submit their administrative complaint data annually no later than October 31st. The 462 Report figures include EEO "mixed case" complaints but do not include class complaints.

For the last five fiscal years, of EEO complaints filed, the top basis was reprisal, and the top issue was harassment (non-sexual). To deter harassment and reprisal in the workplace, the Department provides multiple training courses through its Integrated Talent Management System (ITM) dealing with the prevention of harassment in the workplace for employees and supervisors. Treasury has updated its policy titled, *Procedures for Addressing Allegations of Discriminatory Harassment*, which instructs bureaus to establish and publicize procedures for reporting allegations of discriminatory harassment, conducting an inquiry, and making appropriate determinations based on the results of the inquiry. It also requires bureaus to report all allegations of sexual harassment to their respective Inspector General office. Treasury has a brochure titled, *Workplace Harassment: Your Rights and Responsibilities*, to educate Treasury employees on their rights and responsibilities, as well as about the prevention of

harassment in the workplace, which employees can access through the Department’s intranet site. In addition, the Department developed a sexual harassment training module, available on the Integrated Talent Management (ITM) system, for use throughout the Department. As part of ongoing EEO training conducted by Treasury bureaus, managers receive information on the EEO complaint process, prohibited discrimination, retaliation, and agency liability when discrimination or retaliation is found. The topic of reprisal is addressed in the Secretary’s annual EEO policy statement, as well as in CFEA/No FEAR Act training provided to new hires and biennially to all employees.

Top Three Bases		Top Three Issues	
FY 2024		FY 2024	
Reprisal	50.6%	Harassment (non-sexual)	42.8%
Disability (Physical)	34.0%	Terms/Condition of Employment	27.8%
Age	25.6%	Reasonable Accommodation	18.1%
FY 2023		FY 2023	
Reprisal	57.1%	Harassment (non-sexual)	46.5%
Disability (Physical)	47.7%	Terms/Condition of Employment	30.3%
Age	25.4%	Reasonable Accommodation	23.9%
FY 2022		FY 2022	
Reprisal	60.3%	Harassment (non-sexual)	38.6%
Disability (Physical)	40.3%	Terms/Condition of Employment	27.1%
Age	25.7%	Time and Attendance	16.4%
FY 2021		FY 2021	
Reprisal	63.2%	Harassment (non-sexual)	44.1%
Disability (Physical)	34.3%	Evaluation/Appraisal	19.1%
Age	28.3%	Terms/Condition of Employment	17.8%
FY 2020		FY 2020	
Reprisal	58.3%	Harassment (non-sexual)	48.2%
Disability (Physical)	36.5%	Promotion/Non-Selection	17.1%
Age	30.2%	Evaluation/Appraisal	14.9%

During FY 2024, the Department completed 100% of all investigations of EEO complaints in a timely manner, a 1.7% increase from the timely completion rate of 98.3% in FY 2023. The Department continued to utilize a contract with the United States Postal Service to provide EEO investigative services, as well as a secondary contract with Martin-Miser, Inc. to supplement investigative services on an as needed basis. The Office of Civil Rights and EEO (OCRE) continued to maintain the acceptance/dismissal and final agency decision functions for the Department.

Fiscal Year	Complaints Filed	Completed Investigations	Average Days	% Timely
FY 2024	547	317	178	100.0%
FY 2023	455	291	157	98.3%
FY 2022	365	272	148	96.3%
FY 2021	315	232	152	94.4%
FY 2020	334	342	154	96.8%

In FY 2024, the Department had a 21.2% increase in informal counselings from FY 2023 (1038 counseling). The Department completed 1,258 informal EEO counselings, of which 98.7% were timely processed and 57.8% reached resolution through settlement or withdrawal. The Department’s 57.8% resolution rate of informal EEO counselings demonstrates the Department’s commitment to minimize the effect of conflict that detracts from employee satisfaction and undermines organizational efficiency.

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Total # Completed Counselings	680	650	786	1,038	1,258
# Timely	658	643	768	1,020	1,249
% Timely	96.7%	98.9%	97.7%	98.3%	98.7%
% of Completed Counselings Resolved (Settlement/Withdrawal)	51.9%	52.1%	54.4%	56.5%	57.8%

The Department also provides information to managers and supervisors on alternative dispute resolution (ADR) techniques and encourages employees to consider this avenue when a complaint has been filed. The Department has a policy titled, *Management Participation in Alternative Dispute Resolution (ADR) During the Equal Employment Opportunity (EEO) Process*, which requires management participation in ADR if the issue is suitable for ADR and ADR is elected by the complainant. For FY 2024, the Department established a goal of 50% ADR participation rate in the informal and 20% in the formal complaint process. For ADR in the informal process, the Department had a 40.9% participation rate, and in the formal process had an 11.4% participation rate.

Fiscal Year	Counselings	ADR Offers		ADR Participation	
		#	%	#	%
FY 2023 Completed Pre-Complaint Counselings	1038	924	89.1%	454	43.7%
FY 2024 Completed Pre-Complaint Counselings	1258	1174	93.3%	515	40.9%
% Change FY 2023 to FY 2024	+21.2%	+27.1%		+13.4%	
Fiscal Year	Complaints	ADR Offers		ADR Participation	
		#	%	#	%
FY 2023 Formal Complaints Closures	408	344	84.3%	52	12.7%
FY 2024 Formal Complaints Closures	437	364	83.3%	50	11.4%
% Change FY 2023 to FY 2024	+7.1%	+5.8%		-3.8%	

Additionally, as part of the Department’s annual dispute prevention in the workplace training, a virtual training titled, *Conflict is Inevitable, but Combat is Optional*, was held in September 2024.

Lastly, during FY 2024, there were one (1) class complaint filed against the Department.

Department of the Treasury Class Complaints Filed in FY 2024			
Date Class Case Filed	Summary of Class Allegation	Total Number of Plaintiffs (if known)	Current Status of Case
05/14/2024	Alleged discrimination based on Race (African American) and Color (Black) since there has never been a person of color awarded Employee of the Year at the U.S. Mint-Fort Knox.	4	On September 19, 2024, the EEOC Administrative Judge dismissed this complaint for not meeting the criteria for class certification under 29 C.F.R. §1614.204(a)(2).

B. Actions Taken to Improve Agency Complaint or EEO Program

The Department continually reviews all aspects of its workforce to ensure we are putting in place the right human capital and EEO initiatives, policies, and training programs to meet the needs of our workforce to accomplish our mission. Through this ongoing analysis, the Department gains practical knowledge and makes determinations on how best to address any shortcomings identified and how to advance the needs of the workforce.

In FY 2024, the Department conducted the following activities in support of its EEO programs:

- Continued quarterly EEO Directors meetings with the Bureau EEO Officers to discuss EEO emerging issues, best practices, and concerns, and the various EEO programs and activities conducted by the Bureau EEO Offices.
- Timely issued 98.9% of Final Agency Decisions (FADs), including mixed FADs (90.00% is EEOC benchmark) and 100% of Final Orders were timely issued.
- Maintained secondary EEO investigation services contract.
- Conducted two 8-hour EEO counselor refresher trainings to support EEO credentialing of Bureau EEO Counselors.
- Implemented four new complaint reports to track acceptances, dismissals, final agency decisions and legal sufficiency reviews assignments and timeframes.
- Improved Treasury’s internal and external websites related to EEO programs resulting in clear, accurate, informative, and user-friendly content.
- Timely issued the Secretary’s annual EEO policy statement for FY 2024.
- Through Treasury’s Bureau Audit Program, reviewed all phases of Fiscal Service, IRS Chief Counsel and Alcohol and Tobacco Tax and Trade Bureau’s EEO programs and provided recommendations on how to correct deficiencies.

- Conducted one-on-one training sessions with new EEO staff and MD-715 preparers on workforce data systems and the Treasury MD-715 reporting structure.
- Continued to provide personal assistance services (PAS) for the Department's severely disabled employees.
- Continued implementation of a contract to provide Communication Access Real-Time and Video Remote Interpreting services to deaf and hard of hearing employees of the Department of the Treasury and its bureaus.
- Continued to successfully implement the Treasury-wide Reasonable Accommodation (RA) Tracking System to improve the timeliness and efficiency of providing reasonable accommodations for qualified persons with disabilities (PWD) and qualified persons with targeted disabilities (PWTD) to improve ability to track data around RAs.
- Treasury exceeded EEOC's established goals for PWD (14.68%) and PWTD (3.03%) in the overall workforce, as well as for PWD new hires (13.10%) and PWTD new hires (2.21%).
- Treasury exceeded EEOC's established goals for PWD (14.16%) and PWTD (3.37%) in the GS-10 and below grades and in the GS-11 and above grades (15.11%/ 2.65%).

Attachment A

Administrative Equal Employment Opportunity (EEO) Complaint Data (FY 2020 to FY 2024)

Data provided through Treasury’s EEO case management system, ETK EEO. The report reflects case data in ETK EEO as of 10/31/2024 for the current and past five fiscal years. Mixed cases are included in this report. Class cases are not included.

Complaint Activity	Comparative Data				
	Previous Fiscal Year Data				
	2020	2021	2022	2023	2024
Number of Complaints Filed	334	315	365	455	547
Number of Complainants	318	281	330	413	496
Repeat Filers	13	27	31	36	43

Complaints by Basis	Comparative Data				
	Previous Fiscal Year Data				
	2020	2021	2022	2023	2024
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>					
Race	138	151	145	155	193
Color	51	61	60	81	86
Religion	19	24	40	25	30
Reprisal	195	200	222	260	290
Sex	108	98	114	148	181
Pregnancy Discrimination Act (PDA)	0	1	7	5	6
National Origin	42	37	29	37	53
Equal Pay Act	1	0	2	1	3
Age	105	90	95	118	159
Disability	140	123	168	242	241
Genetic Information Nondiscrimination Act (GINA)	5	4	9	4	7
Non-EEO	18	31	72	29	21

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				
	2020	2021	2022	2023	2024
<i>Note: Complaints can be filed regarding multiple issues. The sum of the issues may not equal total complaints filed.</i>					
Appointment/Hire	22	12	10	8	19
Assignment of Duties	26	32	0	0	0
Awards	7	7	0	8	10
Conversion to Full-time	1	0	0	0	0
Disciplinary Action					
○ Demotion	1	6	2	4	1
○ Reprimand	21	11	0	0	0
○ Suspension	11	21	10	20	7
○ Removal	9	2	1	6	8
○ Other	0	0	15	25	35
Duty Hours	4	4	0	0	0
Performance Appraisal	50	61	54	69	90
Examination/Test	2	0	3	0	0
Harassment					
○ Non-Sexual	153	141	143	211	257
○ Sexual	9	3	1	4	13
Medical Examination	0	0	1	1	0
Pay (Including Overtime)	16	13	11	15	19
Promotion/Non-Selection	56	57	44	54	70
Reassignment					
○ Denied	2	4	4	5	5
○ Directed	7	3	3	5	11
Reasonable Accommodation (Disability)	47	32	56	109	111
Reinstatement	0	0	0	0	0
Religious Accommodation	0	0	8	3	2
Retirement	3	4	0	0	0

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				
	2020	2021	2022	2023	2024
<i>Note: Complaints can be filed regarding multiple issues. The sum of the issues may not equal total complaints filed.</i>					
Sex-Stereotyping	0	1	1	0	3
Telework	8	4	3	14	31
Termination	22	26	30	57	54
Terms/Conditions of Employment	43	56	109	136	176
Time and Attendance	40	48	62	72	93
Training	13	12	6	12	27
Other	0	0	0	0	0

Processing Time	Comparative Data				
	Previous Fiscal Year Data				
	2020	2021	2022	2023	2024
Complaints pending during fiscal year					
Average number of days in investigation	154.77	149.82	146.90	157.61	169.56
Average number of days in final action	40.35	28.39	35.88	38.97	43.94
Complaints pending during fiscal year where hearing was requested					
Average number of days in investigation	158.81	148.56	148.07	159.02	171.59
Average number of days in final action	37.77	22.51	28.66	39.59	29.91
Complaints pending during fiscal year where hearing was not requested					
Average number of days in investigation	151.10	139.47	149.13	162.58	169.98
Average number of days in final action	37.77	22.51	25.38	49.12	52.02

Complaints Dismissed by Agency	Comparative Data				
	Previous Fiscal Year Data				
	2020	2021	2022	2023	2024
Total Complaints Dismissed by Agency	35	43	73	56	70
Average days pending prior to dismissal	40.06	32.84	28.03	25.68	52.03

Complaints Dismissed by Agency	Comparative Data				
	Previous Fiscal Year Data				
	2020	2021	2022	2023	2024
Complaints Withdrawn by Complainants					
Total Complaints Withdrawn by Complainants	39	39	19	29	27

Total Final Agency Actions Finding Discrimination	Comparative Data									
	Previous Fiscal Year Data									
	2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		3		7		4		7	
Without Hearing	4	80	2	67	5	71	4	100	7	100
With Hearing	1	20	1	33	2	29	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data									
	2020		2021		2022		2023		2024	
<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	5		3		7		4		7	
Race	2	40	2	67	0	0	0	0	0	0
Color	2	40	0	0	0	0	0	0	0	0
Religion	0	0	1	33	1	14	0	0	0	0
Reprisal	1	20	1	33	2	29	2	50	4	57
Sex	1	20	1	33	1	14	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	2	40	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	14	0	0	2	29
Disability	3	60	3	100	4	57	4	100	5	71

Findings of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data									
	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>										
GINA	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	20	1	33	0	0	0	0	0	0
Findings After Hearing										
	1		1		2		0		0	
Race	1	100	0	0	0	0	0	0	0	0
Color	1	100	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	1	50	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	1	50	0	0	0	0
GINA	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing										
	4		2		5		4		7	
Race	1	25	2	100	0	0	0	0	0	0
Color	1	25	0	0	0	0	0	0	0	0
Religion	0	0	1	50	1	20	0	0	0	0
Reprisal	1	25	0	0	1	20	2	50	4	57
Sex	1	25	1	50	1	20	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	1	25	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data									
	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>										
Age	0	0	0	0	1	20	0	0	2	29
Disability	3	75	2	100	3	60	4	100	5	71
GINA	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	25	1	50	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		3		7		4		7	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action										
○ Demotion	0	0	0	0	0	0	0	0	0	0
○ Reprimand	0	0	0	0	0	0	0	0	0	0
○ Suspension	0	0	0	0	0	0	0	0	0	0
○ Removal	0	0	0	0	0	0	0	0	0	0
○ Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	20	0	0	1	14	0	0	1	14
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
○ Non-Sexual	3	60	0	0	0	0	0	0	2	29
○ Sexual	0	0	0	0	1	14	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	14
Reassignment										
○ Denied	0	0	0	0	0	0	0	0	0	0
○ Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	40	2	67	4	57	2	50	4	57
Reinstatement	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Telework	1	20	0	0	0	0	0	0	0	0
Termination	1	20	0	0	1	14	2	50	1	14
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	33	0	0	0	0	0	0
Training	0	0	0	0	1	14	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		1		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action										
○ Demotion	0	0	0	0	0	0	0	0	0	0
○ Reprimand	0	0	0	0	0	0	0	0	0	0
○ Suspension	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%
○ Removal	0	0	0	0	0	0	0	0	0	0
○ Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	100	0	0	1	50	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
○ Non-Sexual	1	100	0	0	0	0	0	0	0	0
○ Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment										
○ Denied	0	0	0	0	0	0	0	0	0	0
○ Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	1	50	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		2		5		4		7	

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action										
o Demotion	0	0	0	0	0	0	0	0	0	0
o Reprimand	0	0	0	0	0	0	0	0	0	0
o Suspension	0	0	0	0	0	0	0	0	0	0
o Removal	0	0	0	0	0	0	0	0	0	0
o Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	14
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
o Non-Sexual	2	50	0	0	0	0	0	0	2	29
o Sexual	0	0	0	0	1	20	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	14
Reassignment										
o Denied	0	0	0	0	0	0	0	0	0	0
o Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	50	1	50	3	60	2	50	4	57
Reinstatement	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%
Telework	1	25	0	0	0	0	0	0	0	0
Termination	1	25	0	0	1	20	2	50	1	14
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	50	0	0	0	0	0	0
Training	0	0	0	0	1	20	0	0	0	0
Other	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				
	2020	2021	2022	2023	2024
	Total complaints from previous Fiscal Years	267	183	144	118
Total Complainants	235	167	125	113	150
Number complaints pending					
Investigation	0	1	0	1	4
ROI issued, pending Complainant's action	0	0	0	3	2
Hearing	240	173	128	70	103
Final Agency Action	26	10	17	13	15

Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data				
	2020	2021	2022	2023	2024
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0

Attachment B

Department of the Treasury No FEAR Act Training Plan

The Department of the Treasury’s bureaus determine the training and tracking methods and timeframe to conduct biennial No FEAR Act, as amended, training. In FY 2024, the Department offered two No FEAR Act training modules, one a refresher training for current employees and the other for new hires. Both training modules’ content contains information on the Whistleblower Protection Enhancement Act (WPEA), as amended.

Bureau	Delivery of Training	Training Schedule	Training Completion Date
Office of the Inspector General (OIG) Departmental Offices (DO) Office of the Comptroller of the Currency (OCC) Bureau of Engraving and Printing (BEP) Bureau of Fiscal Service (BFS) Office of the Special Inspector General for Pandemic Recovery (SigPR) United States Mint (Mint)	Treasury’s Integrated Talent Management System (ITM). Training records in ITM were used to demonstrate employees received the No FEAR Act training. ITM automatically updated the training records of employees who completed the training. When employees receive the No FEAR Act training via a method other than ITM, EEO Office worked with their ITM point of contacts (POCs) to update the employee’s training record. Bureau EEO Offices cross-checked their current list of employees against the ITM training records to verify how many current employees completed the training.	EEO Office and Training Office notified their workforce of this mandatory training requirement and provided alternative means of training delivery when needed.	Biennial training was completed in FY 2024. The percentage of employees who completed CFEA/ No FEAR refresher training by bureau: OIG: 100% DO: 90% OCC: 100% BEP: 98% BFS: 98% SIGPR: 100% MINT: 96%
Treasury Inspector General for Tax Administration (TIGTA)	Treasury’s Integrated Talent Management System (ITM). Training records in ITM were used to	Bureau EEO Offices are responsible for notifying their workforce of this mandatory training	Training will be conducted by the end of FY 2025.

<p>Financial Crimes Enforcement Network (FinCEN)</p> <p>Internal Revenue Service (IRS)</p> <p>Internal Revenue Service Office of the Chief Counsel (IRSCC)</p> <p>Alcohol and Tobacco Trade and Tax Bureau (TTB)</p>	<p>demonstrate employees received the No FEAR Act training. ITM automatically updated the training records of employees who completed the training. When employees receive the No FEAR Act training via a method other than ITM, EEO Office worked with their ITM point of contacts (POCs) to update the employee's training record. Bureau EEO Offices cross-checked their current list of employees against the ITM training records to verify how many current employees completed the training.</p>	<p>requirement and providing alternative means of training delivery when needed.</p>	
--	---	--	--

Attachment C

Department of the Treasury FY 2024 Administrative EEO Complaints Findings of Discrimination and Corrective Actions

The No FEAR Act, as amended, requires the Department to publicly post as well as report on the following information regarding administrative EEO complaints findings of discrimination: the date of the finding; the affected Federal agency; the law violated; and whether a decision has been made regarding disciplinary action because of the finding. The Department’s public posting can be found at: <https://home.treasury.gov/footer/no-fear-act>. The Department had a total of seven (7) administrative EEO complaints findings of discrimination in FY 2024.

Department of the Treasury Administrative EEO Findings of Discrimination for FY 2024					
Finding of Discrimination Made By	Date of Finding	Date On Which Each Discriminatory Act Occurred	Law Violated by Each Discriminatory Act	Employee(s) Disciplined	Corrective Actions Due to Finding
Agency	2/12/2024	4/24/2023	Rehabilitation Act	0	<ul style="list-style-type: none"> • Approve request for fulltime telework. • Reinstate sick and annual leave. • Six hours of EEO training to 5 individuals. • Compensatory Damages. • Attorney Fees. • Consider disciplinary action. • Within 60 days, notify OCRE whether disciplinary action was taken/not taken. • Post Notice in workplace and internal website for 60 days. • Provide compliance report to OCRE within 60 days of finding.

Agency	1/16/2024	10/12/2023	Rehabilitation Act	0	<ul style="list-style-type: none"> • Ensure all employee files are stored in compliance of the Rehabilitation Act. • Compensatory Damages. • Attorney Fees. • Six hours of EEO and RA training to supervisor. • Consider disciplinary action. • Within 60 days, notify OCRE whether disciplinary action was taken/not taken. • Post Notice in workplace or internal website for 60 days. • Provide compliance report to OCRE within 60 days of finding.
Agency	9/3/2024	11/9/2022	Rehabilitation Act & Retaliation	0	<ul style="list-style-type: none"> • Compensatory Damages. • Attorney Fees. • Six hours of EEO training with emphasis on disability discrimination. • Consider disciplinary action. • Within 60 days, notify OCRE whether disciplinary action was taken/not taken.

					<ul style="list-style-type: none"> • Post Notice in workplace or internal website for 60 days. • Provide compliance report to OCRE within 60 days of finding.
Agency	9/24/2024	11/4/2022	Rehabilitation Act	0	<ul style="list-style-type: none"> • Compensatory Damages. • Attorney Fees. • Six hours of EEO training with emphasis on disability discrimination. • Consider disciplinary action. • Within 60 days, notify OCRE whether disciplinary action was taken/not taken. • Post Notice in workplace or internal website for 60 days. • Provide compliance report to OCRE within 60 days of finding.
Agency	9/30/2024	3/24/2023	Rehabilitation Act	0	<ul style="list-style-type: none"> • Reinstatement to fulltime Contact Representative position (GS-0962-05). • RA Coordinator must engage in dialogue to ensure appropriate accommodations are in place prior to starting work. • Pay back pay.

					<ul style="list-style-type: none"> • Reinstatement sick and annual leave. • Remove disciplinary documents. • Compensatory Damages. • Attorney Fees. • Six hours of EEO training with emphasis on disability discrimination. • Consider disciplinary action. • Within 60 days, notify OCRE whether disciplinary action was taken/not taken. • Post Notice in workplace or internal website for 60 days. • Provide compliance report to OCRE within 60 days of finding.
Agency	10/12/2023	9/1/2022	Reprisal for Participating in EEO Process	0	<ul style="list-style-type: none"> • Compensatory Damages. • Attorney Fees. • Six hours of EEO training with emphasis on prohibition of retaliation. • Consider disciplinary action. • Within 60 days, notify OCRE whether disciplinary action was taken/not taken.

					<ul style="list-style-type: none"> • Post Notice in workplace or internal website for 60 days. • Provide compliance report to OCRE within 60 days of finding.
Agency	3/22/2024	5/4/2023	Rehabilitation Act	0	<ul style="list-style-type: none"> • Six hours of EEO training with emphasis on Rehabilitation Act. • Reinstate sick and annual leave. • Consider disciplinary action. • Within 60 days, notify OCRE whether disciplinary action was taken/not taken. • Post Notice in workplace or internal website for 60 days. • Provide compliance report to OCRE within 60 days of finding.