

**United States  
Department of the Treasury  
No FEAR Act Annual Report  
Fiscal Year (FY) 2025**



Prepared by  
The Office of Civil Rights and  
Equal Employment Opportunity

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**United States Department of the Treasury**  
**No FEAR Act Report, as amended<sup>1</sup>**  
**Fiscal Year (FY) 2025**

**Section I. Summary of District Court Cases (FY 2021 to FY 2025)**

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<sup>2</sup> in Fiscal Year (FY) 2021 to FY 2025, 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.*

	<b>TOTAL FILED: 109 cases</b>				
	<b>FY 21</b>	<b>FY 22</b>	<b>FY 23</b>	<b>FY 24</b>	<b>FY 25</b>
Title VII (race, color, religion, sex, national origin)	21	18	21	44	10
Age	3	3	7	12	5
Sex (Equal Pay Act)	0	0	0	16	0
Disability (Section 501 of the Rehabilitation Act of 1973)	10	8	7	23	3
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	0	2

<sup>1</sup> Elijah E. Cummings Federal Employee Antidiscrimination Act (CFEA Act) of 2020 contained in Sec. 1131-1138 of the National Defense Authorization Act of 2021, Public Law (P.L.) 116- 283, amends the Notification and Federal Employee Anti-discrimination and Retaliation Act (No FEAR Act) of 2002 contained in 5 U.S.C. 2301 – Merit System Principles, P.L. 107-174, include additional reporting and posting requirements when discrimination has been found in EEO administrative and District Court cases.

<sup>2</sup> “The Judgment Fund is a permanent, indefinite appropriation which is available to pay many judicially and administratively ordered monetary awards against the United States.” 31 C.F.R. § 256.1(a).

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

	<b>TOTAL SETTLED: 20 cases</b>				
	<b>FY 21</b>	<b>FY 22</b>	<b>FY 23</b>	<b>FY 24</b>	<b>FY 25</b>
Title VII (race, color, religion, sex, national origin)	4	2	2	3	5
Age	0	1	0	1	0
Sex (Equal Pay Act)	0	0	0	1	0
Disability (Section 501 of the Rehabilitation Act of 1973)	1	2	1	2	2
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	0	0

	<b>PENDING: 42 cases*</b>				
	<b>FY 21</b>	<b>FY 22</b>	<b>FY 23</b>	<b>FY 24</b>	<b>FY 25</b>
Title VII (race, color, religion, sex, national origin)	38	40	42	36	21
Age	6	8	9	11	13
Sex (Equal Pay Act)	1	1	1	12	0
Disability (Section 501 of the Rehabilitation Act of 1973)	15	12	14	18	24
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	1	1

\* Figure reflects total number of cases pending at the end of FY 2025 regardless of the year in which it was filed.

	<b>JUDGMENT FOR AGENCY: 95</b>				
	<b>FY 21</b>	<b>FY 22</b>	<b>FY 23</b>	<b>FY 24</b>	<b>FY 25</b>
Title VII (race, color, religion, sex, national origin)	24	25	17	12	14
Age	5	9	3	0	6
Sex (Equal Pay Act)	1	0	0	4	1
Disability (Section 501 of the Rehabilitation Act of 1973)	7	11	5	4	11
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	0	3

	<b>JUDGMENT FOR PLAINTIFF: 0</b>				
	<b>FY 21</b>	<b>FY 22</b>	<b>FY 23</b>	<b>FY 24</b>	<b>FY 25</b>
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.*

		<b>TOTAL AMOUNT PAID (SETTLEMENTS AND JUDGMENTS FOR PLAINTIFFS): \$1,234,755</b>				
		<b>FY 21</b>	<b>FY 22</b>	<b>FY 23</b>	<b>FY 24</b>	<b>FY 25</b>
<b>FY Totals</b>		\$70,860	\$238,624	\$351,249	\$148,340	\$425,682

		<b>TOTAL ATTORNEY'S FEES PAID (SETTLEMENTS AND JUDGMENTS FOR PLAINTIFFS): \$960,182</b>				
		<b>FY 21</b>	<b>FY 22</b>	<b>FY 23</b>	<b>FY 24</b>	<b>FY 25</b>
<b>FY Totals</b>		\$70,239	\$161,875	\$258,750	\$300,000	\$169,318

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

		<b>TOTAL NUMBER EMPLOYEES DISCIPLINED: 0</b>				
		<b>FY 21</b>	<b>FY 22</b>	<b>FY 23</b>	<b>FY 24</b>	<b>FY 25</b>
<b>FY Totals</b>		0	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 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 C.F.R. § 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[...].

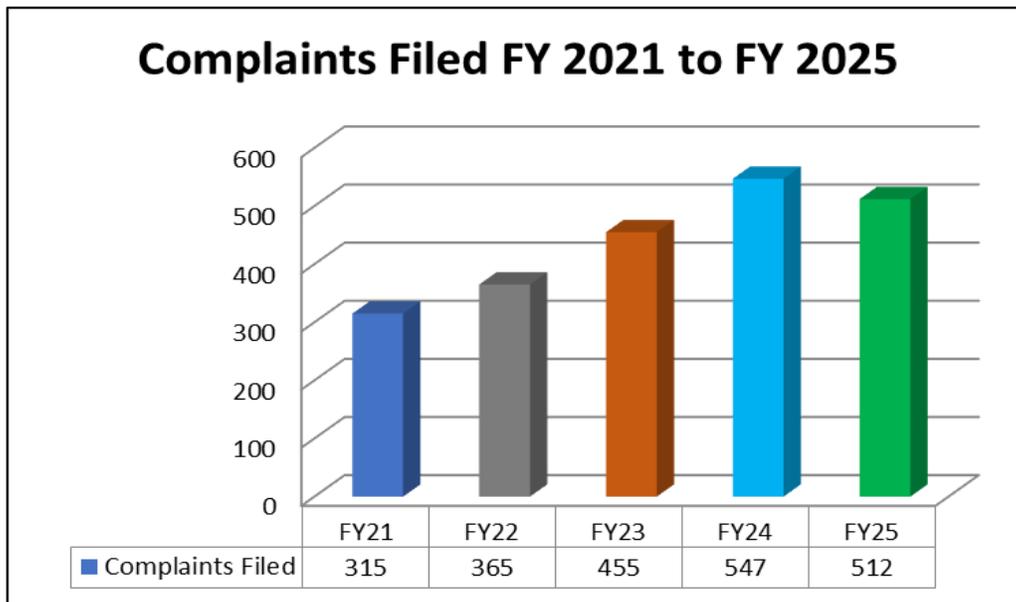
For FY 2025, the Department had four (4) merit findings of discrimination, as well as two (2) administrative judge findings in the equal employment opportunity (EEO) administrative process. For a list of corrective actions taken, see Attachment C.

**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:*
  - a. *an examination of trends;*
  - b. *causal analysis;*
  - c. *practical knowledge gained through experience; and*
  - d. *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**

The Department’s EEO complaint activity data demonstrated a 6.4% decrease in formal EEO complaints filed from FY 2024 (547 complaints filed) to FY 2025 (512 complaints filed). The per capita rate of formal EEO complaints filed in FY 2025 saw a decrease as well, from 0.45% in FY 2024 (494 complainants) to 0.42% in FY 2025 (463 complainants). The per capita rate is derived from the total workforce (permanent and temporary employees) divided by the number of complainants who file formal EEO complaints.



\*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 31<sup>st</sup>. 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 in person and 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 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 Treasury 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	
<b>FY 2025</b>		<b>FY 2025</b>	
Reprisal	46.5%	Harassment (non-sexual)	40.0%
Disability (Physical)	45.1%	Reasonable Accommodation	32.2%
Disability (Mental)	30.1%	Terms/Condition of Employment	20.7%
<b>FY 2024</b>		<b>FY 2024</b>	
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%
<b>FY 2023</b>		<b>FY 2023</b>	
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%
<b>FY 2022</b>		<b>FY 2022</b>	
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%
<b>FY 2021</b>		<b>FY 2021</b>	
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%

During FY 2025, the Department completed 100% of all investigations of EEO complaints in a timely manner. The Department continued to utilize a contract with the United States Postal Service to provide EEO investigative services. In addition, in FY 2025, the Department competed and awarded a secondary contract 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.

<b>Fiscal Year</b>	<b>Complaints Filed</b>	<b>Completed Investigations</b>	<b>Average Days</b>	<b>% Timely</b>
<b>FY 2025</b>	<b>512</b>	<b>354</b>	<b>169</b>	<b>100.0%</b>
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%

In FY 2025, the Department had a 3.7% decrease in informal EEO counselings from FY 2024 (1,258 counseling). The Department completed 1,211 informal EEO counselings, of which 97.1% were processed timely 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.

	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>
<b>Total # Completed Counselings</b>	650	786	1,038	1,258	1,211
<b># Timely</b>	643	768	1,020	1,249	1,176
<b>% Timely</b>	98.9%	97.7%	98.3%	98.7%	97.1%
<b>% of Completed Counselings Resolved (Settlement/Withdrawal)</b>	52.1%	54.4%	56.5%	57.8%	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 2025, the Department established a goal of 50% ADR participation rate in the informal EEO process and 20% in the formal EEO complaint process. For ADR in the informal EEO process, the Department had a 33.3% participation rate, and in the formal EEO process, they had a 9.1% participation rate.

Fiscal Year	Counselings	ADR Offers		ADR Participation	
	#	#	%	#	%
FY 2024 Completed Informal Complaint Counselings	1258	1174	93.3%	515	40.9%
<b>FY 2025 Completed Informal Complaint Counselings</b>	<b>1211</b>	<b>1151</b>	<b>95.1%</b>	<b>403</b>	<b>33.3%</b>
<b>% Change FY 2024 to FY 2025</b>	<b>-3.7%</b>	<b>-1.9%</b>		<b>-21.7%</b>	
Fiscal Year	Complaints	ADR Offers		ADR Participation	
	#	#	%	#	%
FY 2024 Formal Complaints Closures	437	364	83.3%	50	11.4%
<b>FY 2025 Formal Complaints Closures</b>	<b>519</b>	<b>420</b>	<b>80.9%</b>	<b>47</b>	<b>9.1%</b>
<b>% Change FY 2024 to FY 2025</b>	<b>+18.7%</b>	<b>+15.4%</b>		<b>-6.0%</b>	

Lastly, during FY 2025, there were no class complaints filed against the Department.

## 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 2025, 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 100% of Final Agency Decisions (FADs), including mixed FADs (90% is EEOC benchmark) and 100% of Final Orders were timely issued.
- Secured a new EEO investigative services provider for backup and special circumstances services contract, with a selection of two vendors occurring in August 2025.
- Conducted two eight-hour EEO counselor refresher trainings to support EEO credentialing of Bureau EEO Counselors and one Drafting Acceptance and Dismissal Letters training.
- For those cases in which we issued acceptance letters to accept formal EEO complaints, we had 100% Formal ADR Offer Rate.

- Improved Treasury’s internal and external websites related to EEO programs resulting in clear, accurate, informative, and user-friendly content.
- Timely issued the Treasury Secretary’s annual EEO policy statement for FY 2025.
- 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 (16.27%) and PWTD (3.14%) in the overall permanent workforce, as well as for PWD new hires (16.25%) and PWTD new hires (2.70%).
- Treasury exceeded EEOC’s established goals for PWD (15.37%) and PWTD (3.59%) in the GS-10 and below grades and in the GS-11 and above grades (16.97%/ 2.75%).

## Attachment A

### Administrative Equal Employment Opportunity (EEO) Complaint Data (FY 2021 to FY 2025)

Data provided through Treasury’s EEO case management system, ETK EEO. The report reflects case data in ETK EEO as of 10/31/2025 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				
	2021	2022	2023	2024	2025
Number of Complaints Filed	315	365	455	547	512
Number of Complainants	281	330	413	496	463
Repeat Filers	27	31	36	43	39

Complaints by Basis	Comparative Data				
	Previous Fiscal Year Data				
	2021	2022	2023	2024	2025
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>					
Race	151	145	155	193	133
Color	61	60	81	86	54
Religion	24	40	25	30	25
Reprisal	200	222	260	290	234
Sex	98	114	148	181	126
Pregnancy Discrimination Act (PDA)	1	7	5	6	9
National Origin	37	29	37	53	50
Equal Pay Act	0	2	1	3	1
Age	90	95	118	159	107
Disability	123	168	242	241	289
Genetic Information Nondiscrimination Act (GINA)	4	9	4	7	4
Non-EEO	31	72	29	21	15

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				
	2021	2022	2023	2024	2025
<i>Note: Complaints can be filed regarding multiple issues. The sum of the issues may not equal total complaints filed.</i>					
Appointment/Hire	12	10	8	19	5
Assignment of Duties	32	0	0	0	0
Awards	7	0	8	10	2
Conversion to Full-time	0	0	0	0	0
Disciplinary Action					
○ Demotion	6	2	4	1	0
○ Reprimand	11	0	0	0	0
○ Suspension	21	10	20	7	6
○ Removal	2	1	6	8	4
○ Other	0	15	25	35	24
Duty Hours	4	0	0	0	0
Performance Appraisal	61	54	69	90	66
Examination/Test	0	3	0	0	0
Harassment					
○ Non-Sexual	141	143	211	257	198
○ Sexual	3	1	4	13	9
Medical Examination	0	1	1	0	0
Pay (Including Overtime)	13	11	15	19	10
Promotion/Non-Selection	57	44	54	70	43
Reassignment					
○ Denied	4	4	5	5	2
○ Directed	3	3	5	11	5
Reasonable Accommodation (Disability)	32	56	109	111	165
Reinstatement	0	0	0	0	0
Religious Accommodation	0	8	3	2	5
Retirement	4	0	0	0	0

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				
	2021	2022	2023	2024	2025
<i>Note: Complaints can be filed regarding multiple issues. The sum of the issues may not equal total complaints filed.</i>					
Sex-Stereotyping	1	5	0	3	0
Telework	4	109	14	31	19
Termination	26	0	57	54	56
Terms/Conditions of Employment	56	3	136	176	103
Time and Attendance	48	0	72	93	55
Training	12	6	12	27	14
Other	0	0	0	0	0

Processing Time	Comparative Data				
	Previous Fiscal Year Data				
	2021	2022	2023	2024	2025
Complaints pending during fiscal year					
Average number of days in investigation	149.82	146.90	157.61	169.56	171.08
Average number of days in final action	28.39	35.88	38.97	43.94	44.06
Complaints pending during fiscal year where hearing was requested					
Average number of days in investigation	148.56	148.07	159.02	171.59	176.71
Average number of days in final action	22.51	28.66	39.59	29.91	38.15
Complaints pending during fiscal year where hearing was not requested					
Average number of days in investigation	139.47	149.13	162.58	169.98	170.01
Average number of days in final action	22.51	25.38	49.12	52.02	48.43

Complaints Dismissed by Agency	Comparative Data				
	Previous Fiscal Year Data				
	2021	2022	2023	2024	2025
Total Complaints Dismissed by Agency	43	73	56	70	81
Average days pending prior to dismissal	32.84	28.03	25.68	52.03	31.35

Complaints Dismissed by Agency	Comparative Data				
	Previous Fiscal Year Data				
	2021	2022	2023	2024	2025
<b>Complaints Withdrawn by Complainants</b>					
Total Complaints Withdrawn by Complainants	39	19	29	27	72

Total Final Agency Actions Finding Discrimination	Comparative Data									
	Previous Fiscal Year Data									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		7		4		7		6	
Without Hearing	2	67	5	71	4	100	7	100	4	67
With Hearing	1	33	2	29	0	0	0	0	2	33

Findings of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>										
<b>Total Number Findings</b>	3		7		4		7		6	
Race	2	67	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	1	33	1	14	0	0	0	0	0	0
Reprisal	1	33	2	29	2	50	4	57	3	50
Sex	1	33	1	14	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	14	0	0	2	29	0	0
Disability	3	100	4	57	4	100	5	71	4	67

Findings of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data									
	2021		2022		2023		2024		2025	
<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
Non-EEO	1	33	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>	1		2		0		0		2	
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	1	50	0	0	0	0	2	100
Sex	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	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	1	100	1	50	0	0	0	0	1	50
GINA	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	2		5		4		7		4	
Race	2	100	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	1	50	1	20	0	0	0	0	0	0
Reprisal	0	0	1	20	2	50	4	57	1	25
Sex	1	50	1	20	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	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									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
<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	1	20	0	0	2	29	0	0
Disability	2	100	3	60	4	100	5	71	3	75
GINA	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	50	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		7		4		7		6	
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	0	0	1	14	0	0	1	14	1	17
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
○ Non-Sexual	0	0	0	0	0	0	2	29	2	33
○ Sexual	0	0	1	14	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
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	1	14	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	2	67	4	57	2	50	4	57	3	50
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	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	14	2	50	1	14	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	33	0	0	0	0	0	0	1	17
Training	0	0	1	14	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>	1		2		0		0		2	
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									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
○ 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	0	0	1	50	0	0	0	0	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
○ Non-Sexual	0	0	0	0	0	0	0	0	1	50
○ 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	1	100	1	50	0	0	0	0	1	50
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
<b>Findings Without Hearing</b>	<b>2</b>		<b>5</b>		<b>4</b>		<b>7</b>		<b>4</b>	

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
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	1	14	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
o Non-Sexual	0	0	0	0	0	0	2	29	1	25
o Sexual	0	0	1	20	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	1	14	0	0
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	1	50	3	60	2	50	4	57	2	50
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

<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>									
	<b>Previous Fiscal Year Data</b>									
	<b>2021</b>		<b>2022</b>		<b>2023</b>		<b>2024</b>		<b>2025</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Telework	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	20	2	50	1	14	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	50	0	0	0	0	0	0	1	25
Training	0	0	1	20	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>				
	<b>Previous Fiscal Year Data</b>				
	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
	Total complaints from previous Fiscal Years	183	144	118	158
Total Complainants	167	125	113	150	204
<b>Number complaints pending</b>					
Investigation	1	0	1	4	4
ROI issued, pending Complainant's action	0	0	3	2	0
Hearing	173	128	70	103	157
Final Agency Action	10	17	13	15	25
Complaints Pending Appeal with EEOC Office of Federal Operations	1224	1217	91	118	119

<b>Complaint Investigations</b>	<b>Comparative Data</b>				
	<b>Previous Fiscal Year Data</b>				
	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	7	1	1

## 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 2025, 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.

<b>Bureau</b>	<b>Delivery of Training</b>	<b>Training Schedule</b>	<b>Training Completion Date</b>
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)  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.	Training will be conducted by the end of FY 2026.

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 requirement and providing alternative means of training delivery when needed.	Biennial training was completed in FY 2025.
Financial Crimes Enforcement Network (FinCEN)	demonstrate employees received the No FEAR Act training. ITM		The percentage of employees who completed CFEA/ No FEAR refresher training by bureau:
Internal Revenue Service (IRS)	automatically updated the training records of employees who		TIGTA: 99%
Internal Revenue Service Office of the Chief Counsel (IRSCC)	completed the training. When employees receive the No FEAR Act		FINCEN: 99%
Alcohol and Tobacco Trade and Tax Bureau (TTB)	training via a method other than ITM, EEO Office worked with their ITM point of contacts (POCs) to update the employee's training record.		IRS: 88%
	Bureau EEO Offices cross-checked their current list of employees against the ITM training records to verify how many current employees completed the training.		IRSCC: 99%
			TTB: 100%

## Attachment C

### Department of the Treasury FY 2025 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 six (6) administrative EEO complaints findings of discrimination in FY 2025.

<b>Department of the Treasury Administrative EEO Findings of Discrimination for FY 2025</b>					
<b>Finding of Discrimination Made By</b>	<b>Date of Finding</b>	<b>Date On Which Each Discriminatory Act Occurred</b>	<b>Law Violated by Each Discriminatory Act</b>	<b>Employee(s) Disciplined</b>	<b>Corrective Actions Due to Finding</b>
Agency	9/15/2025	05/21/2024	Rehabilitation Act	0	<ul style="list-style-type: none"> <li>• Compensatory damages.</li> <li>• Compensate for sick and annual leave taken.</li> <li>• Six hours of EEO training for two individuals.</li> <li>• Attorney fees.</li> <li>• Consider disciplinary action.</li> <li>• Within 60 days, notify OCRE whether disciplinary action was taken/not taken.</li> <li>• Post Notice in workplace and internal website for 60 days.</li> <li>• Provide compliance report to OCRE within 60 days of finding.</li> </ul>

Agency	10/28/2024	07/17/2023	Rehabilitation Act	0	<ul style="list-style-type: none"> <li>• Restore leave.</li> <li>• Compensatory damages.</li> <li>• Attorney fees.</li> <li>• Six hours of EEO training for four individuals.</li> <li>• Consider disciplinary action.</li> <li>• Within 60 days, notify OCRE whether disciplinary action was taken/not taken.</li> <li>• Post Notice in workplace or internal website for 60 days.</li> <li>• Provide compliance report to OCRE within 60 days of finding.</li> </ul>
Agency	08/27/2025	07/17/2024	Rehabilitation Act	0	<ul style="list-style-type: none"> <li>• Expunge disciplinary documents.</li> <li>• Correct leave record.</li> <li>• Six hours of EEO training for one individual.</li> <li>• Consider disciplinary action.</li> <li>• Compensatory damages.</li> <li>• Attorney fees.</li> <li>• Within 60 days, notify OCRE whether disciplinary action was taken/not taken.</li> <li>• Post Notice in workplace or</li> </ul>

					<p>internal website for 60 days.</p> <ul style="list-style-type: none"> <li>• Provide compliance report to OCRE within 60 days of finding.</li> </ul>
Agency	5/15/2025	08/19/2024	Per Se Retaliation	0	<ul style="list-style-type: none"> <li>• Compensatory damages.</li> <li>• Attorney fees.</li> <li>• Six hours of EEO training for one individual.</li> <li>• Consider disciplinary action.</li> <li>• Within 60 days, notify OCRE whether disciplinary action was taken/not taken.</li> <li>• Post Notice in workplace or internal website for 60 days.</li> <li>• Provide compliance report to OCRE within 60 days of finding.</li> </ul>
EEOC AJ	10/17/2024	07/03/2017 & 07/05/2017	Rehabilitation Act	0	<ul style="list-style-type: none"> <li>• Back pay.</li> <li>• Expunge disciplinary documents.</li> <li>• Restore leave.</li> <li>• Compensatory damages.</li> <li>• Pecuniary damages.</li> <li>• Non-pecuniary damages.</li> <li>• Attorney fees.</li> <li>• Costs incurred reimbursement.</li> <li>• Eight hours of EEO training for two individuals.</li> </ul>

					<ul style="list-style-type: none"> <li>• Post Notice in workplace or internal website for 60 days.</li> </ul>
EEOC AJ	08/26/2025	02/08/2023	Per Se Retaliation	0	<ul style="list-style-type: none"> <li>• Non-pecuniary damages.</li> <li>• One hour of EEO training for one individual.</li> <li>• Expunge disciplinary documents.</li> <li>• Post Notice in workplace or internal website for 60 days.</li> </ul>