

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Department of the Treasury (Aggregate)

For 2nd Quarter 2021 for period ending March 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	409	372	449	397	336	151
Number of Complainants	380	351	412	363	318	142
Repeat Filers	23	18	32	28	13	8
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	155	170	177	151	138	78
Color	51	61	56	47	51	33
Religion	17	26	18	18	19	11
Reprisal	240	200	231	211	195	94
Sex	153	134	147	149	108	44
PDA	3	2	2	0	0	0
National Origin	43	42	54	47	42	21
Equal Pay Act	1	2	3	1	1	0
Age	126	114	102	118	105	44
Disability	155	141	177	152	140	53
Genetics	0	1	3	5	5	2
Non-EEO	30	20	27	34	18	14

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	27	33	18	25	22	8
Assignment of Duties	50	61	80	40	26	20
Awards	6	16	8	7	7	3
Conversion to Full Time/Perm Status	1	1	1	2	1	0
<b>Disciplinary Action</b>						
Demotion	5	4	6	2	1	2
Reprimand	19	16	23	17	21	4
Suspension	25	19	25	12	11	13
Removal	6	4	3	6	9	2
Other (DO NOT USE)	14	26	18	14	0	0
Duty Hours	10	11	19	13	4	3
Perf. Eval./ Appraisal	86	81	96	71	50	33
Examination/Test	0	1	0	0	2	0
<b>Harassment</b>						
Non-Sexual	183	151	189	160	153	66
Sexual	9	12	12	15	9	1
Medical Examination	1	4	2	0	0	0
Pay including overtime	6	16	13	11	16	9
Promotion/Non-Selection	66	72	68	57	56	24
<b>Reassignment</b>						
Denied	7	6	4	4	2	2
Directed	16	5	15	16	7	4

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Reasonable Accommodation Disability	58	53	71	55	47	9
Reinstatement	2	1	0	0	0	0
Religious Accommodation	1	0	1	0	0	0
Retirement	5	3	3	3	3	2
Sex-Stereotyping	4	3	1	1	0	0
Telework	11	14	11	20	8	2
Termination	28	28	40	27	22	15
Terms/Conditions of Employment	61	62	78	59	43	21
Time and Attendance	61	58	63	62	40	20
Training	20	17	22	7	13	10
<b>Other</b>						
Equal Pay Act (DO NOT USE)	2	5	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					2021Thru03-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	203.10	187.25	167.62	169.46	154.77	140.12

Complaints by Issue		Comparative Data					2021Thru03-31
		Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>		2016	2017	2018	2019	2020	
Average number of days in final action	39.20	33.86	36.08	33.16	40.35	30.62	
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	210.16	191.22	167.55	172.25	158.81	145.07	
Average number of days in final action	27.55	23.83	27.46	29.59	37.77	26.35	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	200.68	186.39	172.42	170.78	151.10	135.38	
Average number of days in final action	51.14	45.56	47.04	40.45	43.93	37.81	
Complaints Dismissed by Agency		Comparative Data					2021Thru03-31
		Previous Fiscal Year Data					
		2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency		58	47	51	53	35	19
Average days pending prior to dismissal		30.69	52.47	125.86	55.92	40.06	21.84
<b>Complaints Withdrawn by Complainants</b>							
Total Complaints Withdrawn by Complainants		32	21	23	30	39	21
		Comparative Data					







Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
	2016		2017		2018		2019		2020			
<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>	8		8		5		11		5		2
Appointment/Hire	1	13	0	0	0	0	1	9	0	0	0	0
Assignment of Duties	1	13	0	0	0	0	1	9	0	0	0	0
Awards	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	1	9	1	20	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	13	2	25	1	20	4	36	3	60	0	0



Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Sexual	2	25	2	25	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	1	13	0	0	0	0	5	45	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	1	13	5	63	3	60	1	9	2	40	2	100
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	1	20	0	0
Termination	0	0	1	13	0	0	0	0	1	20	0	0
Terms/Conditions of Employment	0	0	1	13	0	0	2	18	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Time and Attendance	1	13	0	0	1	20	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act (DO NOT USE)	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
<b>Findings After Hearing</b>	2		1		1		10		1		1	
Appointment/Hire	0	0	0	0	0	0	1	10	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	10	0	0	0	0
Awards	0	0	0	0	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												







Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Harassment											
Non-Sexual	1	17	2	29	0	0	0	0	2	50	0	0
Sexual	2	33	2	29	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	5	71	3	75	0	0	2	50	1	100
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	1	25	0	0
Termination	0	0	1	14	0	0	0	0	1	25	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Terms/Conditions of Employment	0	0	0	0	0	0	1	100	0	0	0
Time and Attendance	1	17	0	0	1	25	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act (DO NOT USE)	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											
	Previous Fiscal Year Data										2021Thru03-31	
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	416	411	391	329	267	335						
Total Complainants	348	354	344	312	235	294						
<b>Number complaints pending</b>												
Investigation	4	1	1	0	0	5						

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
ROI issued, pending Complainant's action	0	0	0	0	0	3
Hearing	405	401	382	300	240	310
Final Agency Action	11	9	8	30	26	16
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	6	3	0	0	0	0