

**Equal Employment Opportunity Data Posted
Pursuant to the No FEAR Act:**

Department of the Treasury (Aggregate)

For 2nd Quarter 2025 for period ending March 31, 2025

| Part 1 Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Number of Complaints Filed | 336 | 318 | 370 | 452 | 551 | 238 |
| Number of Complainants | 318 | 281 | 330 | 410 | 496 | 226 |
| Repeat Filers | 13 | 27 | 31 | 36 | 43 | 12 |

| Part 2 Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 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 | 85 |
| Color | 51 | 61 | 60 | 81 | 86 | 32 |
| Religion | 19 | 24 | 40 | 25 | 30 | 12 |
| Reprisal | 195 | 200 | 222 | 260 | 291 | 128 |
| Sex | 108 | 98 | 114 | 148 | 181 | 75 |
| PDA | 0 | 1 | 7 | 5 | 6 | 4 |
| National Origin | 42 | 37 | 29 | 37 | 53 | 25 |
| Equal Pay Act | 1 | 0 | 2 | 1 | 3 | 0 |
| Age | 105 | 90 | 95 | 118 | 158 | 69 |
| Disability | 140 | 123 | 168 | 242 | 241 | 106 |
| Genetics | 5 | 4 | 9 | 4 | 7 | 0 |
| Non-EEO | 18 | 31 | 42 | 29 | 21 | 8 |

| Part 3 Complaints By Issue | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|--------------------|
| <p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><i>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</i></p> | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Appointment/Hire | 22 | 12 | 10 | 8 | 19 | 3 |
| Assignment of Duties* | 26 | 32 | 0 | 0 | 0 | 0 |
| Awards | 7 | 7 | 0 | 8 | 10 | 1 |
| Conversion to Full Time/Perm Status* | 1 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 6 | 2 | 4 | 1 | 0 |
| Reprimand** | 21 | 11 | 0 | 0 | 0 | 0 |
| Suspension | 11 | 21 | 10 | 20 | 7 | 1 |
| Removal | 9 | 2 | 1 | 6 | 8 | 3 |
| Other Disciplinary Actions** | 0 | 0 | 0 | 25 | 35 | 11 |
| Other 2** | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours* | 4 | 4 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 50 | 61 | 54 | 69 | 90 | 42 |
| Examination/Test | 2 | 0 | 3 | 0 | 2 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 153 | 141 | 143 | 211 | 257 | 121 |
| Sexual | 9 | 3 | 1 | 4 | 13 | 2 |
| Medical Examination | 0 | 0 | 1 | 1 | 0 | 0 |
| Pay including overtime | 16 | 13 | 11 | 15 | 19 | 3 |
| Promotion/Non-Selection | 56 | 57 | 44 | 54 | 70 | 30 |
| Reassignment | | | | | | |
| Reassignment: Denied/Directed | 2 | 4 | 4 | 5 | 5 | 0 |
| Directed | 7 | 3 | 3 | 5 | 11 | 3 |
| Reasonable Accommodation Disability | 47 | 32 | 56 | 109 | 111 | 43 |
| Reinstatement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 8 | 3 | 2 | 3 |
| Retirement* | 3 | 4 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 1 | 1 | 0 | 3 | 0 |
| Telework | 8 | 4 | 3 | 14 | 31 | 9 |
| Termination | 22 | 26 | 30 | 57 | 54 | 32 |
| Terms/Conditions of Employment* | 43 | 56 | 0 | 0 | 0 | 0 |
| Time and Attendance | 40 | 48 | 62 | 72 | 94 | 30 |
| Training | 13 | 12 | 6 | 12 | 28 | 7 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 136 | 176 | 51 |
| User Defined - Other 1* | 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 |

| Part 4 Processing Time | Comparative Data | | | | | |
|---|---------------------------|--------|--------|--------|--------|-----------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 154.77 | 149.82 | 146.9 | 157.61 | 169.3 | 178.12 |
| Average number of days in final action | 40.35 | 28.39 | 35.88 | 38.97 | 43.94 | 44.46 |
| 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 | 180.27 |
| Average number of days in final action | 37.77 | 22.51 | 28.66 | 39.59 | 29.91 | 35.34 |
| Complaints pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 151.1 | 139.47 | 149.13 | 162.58 | 169.02 | 181.21 |
| Average number of days in final action | 43.93 | 39.99 | 45.38 | 49.12 | 52.02 | 49.81 |

| Part 5 Complaints Dismissed by Agency | Comparative Data | | | | | |
|---|---------------------------|-------|-------|-------|-------|-----------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Part 5 Complaints Dismissed by Agency | 35 | 43 | 73 | 56 | 70 | 51 |
| Average days pending prior to dismissal | 40.06 | 32.84 | 28.03 | 25.68 | 52.03 | 33.67 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 39 | 39 | 19 | 29 | 27 | 16 |

| Part 6 Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
|--|---------------------------|----|------|----|------|----|------|-----|------|-----|-----------------|----|
| | Previous Fiscal Year Data | | | | | | | | | | 2025 Thru 03-31 | |
| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 5 | | 3 | | 7 | | 4 | | 7 | | 2 | |
| Without Hearing | 4 | 80 | 2 | 67 | 5 | 71 | 4 | 100 | 7 | 100 | 1 | 50 |
| With Hearing | 1 | 20 | 1 | 33 | 2 | 29 | 0 | 0 | 0 | 0 | 1 | 50 |

| Part 7 Finding of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
|--|---------------------------|-------|------|--------|------|-------|------|--------|------|-------|-----------------|--------|
| | Previous Fiscal Year Data | | | | | | | | | | 2025 Thru 03-31 | |
| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | | |
| # | % | # | % | # | % | # | % | # | % | # | % | |
| Total Number Findings | 5 | | 3 | | 7 | | 4 | | 7 | | 2 | |
| Race | 2 | 40.00 | 2 | 66.67 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color | 2 | 40.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0.00 | 1 | 33.33 | 1 | 14.29 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal | 1 | 20.00 | 1 | 33.33 | 2 | 28.57 | 2 | 50.00 | 4 | 57.14 | 1 | 50.00 |
| Sex | 1 | 20.00 | 1 | 33.33 | 1 | 14.29 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 2 | 40.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age | 0 | 0.00 | 0 | 0.00 | 1 | 14.29 | 0 | 0.00 | 2 | 28.57 | 0 | 0.00 |
| Disability | 3 | 60.00 | 3 | 100.00 | 4 | 57.14 | 4 | 100.00 | 5 | 71.43 | 2 | 100.00 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO | 1 | 20.00 | 1 | 33.33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

| | | | | | | | | | | | | |
|--------------------------------|---|--------|---|--------|---|-------|---|--------|---|-------|---|--------|
| Findings After Hearing | 1 | | 1 | | 2 | | 0 | | 0 | | 1 | |
| Race | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal | 0 | 0.00 | 1 | 100.00 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Sex | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability | 0 | 0.00 | 1 | 100.00 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Finding Without Hearing | | | | | | | | | | | | |
| | 4 | | 2 | | 5 | | 4 | | 7 | | 1 | |
| Race | 1 | 25.00 | 2 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color | 1 | 25.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0.00 | 1 | 50.00 | 1 | 20.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal | 1 | 25.00 | 0 | 0.00 | 1 | 20.00 | 2 | 50.00 | 4 | 57.14 | 0 | 0.00 |
| Sex | 1 | 25.00 | 1 | 50.00 | 1 | 20.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 1 | 25.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age | 0 | 0.00 | 0 | 0.00 | 1 | 20.00 | 0 | 0.00 | 2 | 28.57 | 0 | 0.00 |
| Disability | 3 | 75.00 | 2 | 100.00 | 3 | 60.00 | 4 | 100.00 | 5 | 71.43 | 1 | 100.00 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO | 1 | 25.00 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

| Findings Without Hearing | 4 | | 2 | | 5 | | 4 | | 7 | | 1 | |
|---------------------------------------|---|----|---|----|---|----|---|----|---|----|---|-----|
| 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 | 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 Disciplinary Actions** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other 2** | 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 | 0 | 0 | 1 | 14 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Sexual | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual | 2 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 29 | 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 | 1 | 14 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Reassignment: Denied/Directed | 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 | 2 | 50 | 1 | 50 | 3 | 60 | 2 | 50 | 4 | 57 | 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 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 1 | 25 | 0 | 0 | 1 | 20 | 2 | 50 | 1 | 14 | 0 | 0 |
| Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 1* | 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 |

| Part 9 Complaints Pending from Previous Fiscal Years By Status | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|------------------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Total complaints from previous Fiscal Years | 267 | 183 | 144 | 118 | 158 | 360 |
| Total Complainants | 235 | 167 | 125 | 113 | 150 | 328 |
| Number complaints pending | | | | | | |
| Investigation | 0 | 1 | 0 | 1 | 4 | 33 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 3 | 2 | 13 |
| Hearing | 240 | 173 | 128 | 70 | 103 | 234 |
| Final Agency Action | 26 | 10 | 17 | 13 | 15 | 50 |
| Appeal with EEOC Office of Federal Operations | 1226 | 1224 | 1217 | 91 | 118 | 146 |

| Part 10 Complaint Investigations | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|------------------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 7 | 1 | 1 |