

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

For 2nd Quarter 2020 for period ending March 31, 2020

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2020 Thru 03-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Number of Complaints Filed | 396 | 409 | 372 | 449 | 397 | 194 |
| Number of Complainants | 374 | 380 | 351 | 412 | 363 | 190 |
| Repeat Filers | 16 | 23 | 18 | 32 | 28 | 3 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020 Thru 03-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 176 | 155 | 170 | 177 | 151 | 77 |
| Color | 56 | 51 | 61 | 56 | 47 | 27 |
| Religion | 25 | 17 | 26 | 18 | 18 | 9 |
| Reprisal | 224 | 240 | 200 | 231 | 211 | 111 |
| Sex | 153 | 153 | 134 | 147 | 149 | 68 |
| PDA | 2 | 3 | 2 | 2 | 0 | 0 |

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|--|----------------------------------|-------------|-------------|-------------|-------------|--------------------------------|
| National Origin | 48 | 43 | 42 | 54 | 47 | 27 |
| Equal Pay Act | 3 | 1 | 2 | 3 | 1 | 1 |
| Age | 126 | 126 | 114 | 102 | 118 | 62 |
| Disability | 140 | 155 | 141 | 177 | 152 | 83 |
| Genetics | 3 | 0 | 1 | 3 | 5 | 3 |
| Non-EEO | 26 | 30 | 20 | 27 | 34 | 9 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020 Thru 03-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Appointment/Hire | 23 | 27 | 33 | 18 | 25 | 18 |
| Assignment of Duties | 55 | 50 | 61 | 80 | 40 | 16 |
| Awards | 11 | 6 | 16 | 8 | 7 | 5 |
| Conversion to Full Time/Perm Status | 0 | 1 | 1 | 1 | 2 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 6 | 5 | 4 | 6 | 2 | 1 |
| Reprimand | 17 | 19 | 16 | 23 | 17 | 8 |
| Suspension | 16 | 25 | 19 | 25 | 12 | 7 |
| Removal | 6 | 6 | 4 | 3 | 6 | 3 |
| Other (DO NOT USE) | 0 | 14 | 26 | 18 | 14 | 2 |
| Duty Hours | 14 | 10 | 11 | 19 | 13 | 3 |
| Perf. Eval./ Appraisal | 87 | 86 | 81 | 96 | 71 | 21 |
| Examination/Test | 0 | 0 | 1 | 0 | 0 | 2 |
| Harassment | | | | | | |
| Non-Sexual | 171 | 183 | 151 | 189 | 160 | 83 |
| Sexual | 14 | 9 | 12 | 12 | 15 | 2 |
| Medical Examination | 4 | 1 | 4 | 2 | 0 | 0 |
| Pay including overtime | 10 | 6 | 16 | 13 | 11 | 9 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------------|
| Promotion/Non-Selection | 86 | 66 | 72 | 68 | 57 | 28 |
| Reassignment | | | | | | |
| Denied | 6 | 7 | 6 | 4 | 4 | 0 |
| Directed | 11 | 16 | 5 | 15 | 16 | 3 |
| Reasonable Accommodation Disability | 54 | 58 | 53 | 71 | 55 | 30 |
| Reinstatement | 1 | 2 | 1 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 1 | 0 | 1 | 0 | 0 |
| Retirement | 3 | 5 | 3 | 3 | 3 | 1 |
| Sex-Stereotyping | 0 | 4 | 3 | 1 | 1 | 0 |
| Telework | 0 | 11 | 14 | 11 | 20 | 4 |
| Termination | 16 | 28 | 28 | 40 | 27 | 16 |
| Terms/Conditions of Employment | 82 | 61 | 62 | 78 | 59 | 24 |
| Time and Attendance | 65 | 61 | 58 | 63 | 62 | 18 |
| Training | 25 | 20 | 17 | 22 | 7 | 8 |
| Other | | | | | | |
| Equal Pay Act (DO NOT USE) | 0 | 2 | 5 | 0 | 0 | 1 |
| 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 | | | | | 2020 Thru 03-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 206.70 | 203.10 | 187.25 | 167.62 | 169.46 | 161.42 |
| Average number of days in final action | 32.91 | 39.20 | 33.86 | 36.08 | 33.16 | 32.34 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |

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|---|----------------------------------|-------------|-------------|-------------|-------------|----------|----------|----------|----------|----------|------------------------|----------|
| Average number of days in investigation | 210.54 | 210.16 | 191.22 | 167.55 | 172.25 | 162.01 | | | | | | |
| Average number of days in final action | 20.29 | 27.55 | 23.83 | 27.46 | 29.59 | 27.95 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 198.92 | 200.68 | 186.39 | 172.42 | 170.78 | 158.72 | | | | | | |
| Average number of days in final action | 44.27 | 51.14 | 45.56 | 47.04 | 40.45 | 41.74 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020 Thru 03-31 | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Total Complaints Dismissed by Agency | 55 | 58 | 47 | 51 | 53 | | | | | | 14 | |
| Average days pending prior to dismissal | 47.8 | 30.69 | 52.47 | 125.86 | 55.92 | | | | | | 15.93 | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 22 | 32 | 21 | 23 | 30 | | | | | | 16 | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020 Thru 03-31 | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 8 | | 13 | | 7 | | 11 | | 3 | |
| Without Hearing | 0 | 0 | 6 | 75 | 12 | 92 | 6 | 86 | 1 | 9 | 2 | 67 |
| With Hearing | 0 | 0 | 2 | 25 | 1 | 8 | 1 | 14 | 10 | 91 | 1 | 33 |

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|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|------------------------|----------|
| Age | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 3 | 30 | 0 | 0 |
| Disability | 0 | 0 | 1 | 50 | 1 | 100 | 0 | 0 | 4 | 40 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 4 | | 6 | | 7 | | 4 | | 1 | | 2 | |
| Race | 1 | 25 | 0 | 0 | 1 | 14 | 1 | 25 | 0 | 0 | 1 | 50 |
| Color | 0 | 0 | 0 | 0 | 1 | 14 | 1 | 25 | 0 | 0 | 1 | 50 |
| Religion | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 2 | 50 | 2 | 33 | 4 | 57 | 1 | 25 | 1 | 100 | 1 | 50 |
| Sex | 0 | 0 | 2 | 33 | 4 | 57 | 0 | 0 | 0 | 0 | 1 | 50 |
| PDA | 0 | 0 | 0 | 0 | 1 | 14 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 1 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 3 | 75 | 2 | 33 | 5 | 71 | 4 | 100 | 0 | 0 | 1 | 50 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 |
| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020 Thru 03-31 | |
| | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 4 | | 8 | | 8 | | 5 | | 11 | | 3 | |
| Appointment/Hire | 0 | 0 | 1 | 13 | 0 | 0 | 0 | 0 | 1 | 9 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 1 | 13 | 0 | 0 | 0 | 0 | 1 | 9 | 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 | | | | | | | | | | | | |

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|-------------------------------------|---|---|---|----|---|---|---|-----|----|----|---|-----|
| 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 |
| | | | | | | | | | | | | |
| Findings After Hearing | 0 | | 2 | | 1 | | 1 | | 10 | | 1 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 10 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 10 | 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 | 0 | 0 | 1 | 10 | 1 | 100 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 4 | 40 | 1 | 100 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 5 | 50 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |

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|-------------------------------------|---|----|---|----|---|----|---|----|---|-----|---|----|
| 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 | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 3 | 75 | 1 | 17 | 2 | 29 | 0 | 0 | 0 | 0 | 1 | 50 |
| Sexual | 0 | 0 | 2 | 33 | 2 | 29 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 5 | 71 | 3 | 75 | 0 | 0 | 1 | 50 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 |
| Termination | 0 | 0 | 0 | 0 | 1 | 14 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Time and Attendance | 1 | 25 | 1 | 17 | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Define | | | | | | | | | | | | |

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|---|----------------------------------|-------------|-------------|-------------|-------------|-----|------------------------|---|---|---|---|---|
| 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 | | | | | | 2020 Thru 03-31 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Total complaints from previous Fiscal Years | 378 | 416 | 411 | 391 | 329 | 417 | | | | | | |
| Total Complainants | 322 | 348 | 354 | 344 | 312 | 370 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 3 | 4 | 1 | 1 | 0 | 15 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 9 | | | | | | |
| Hearing | 359 | 405 | 401 | 382 | 300 | 370 | | | | | | |
| Final Agency Action | 13 | 11 | 9 | 8 | 30 | 24 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | 2020 Thru 03-31 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 18 | 6 | 3 | 0 | 0 | 1 | | | | | | |