

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

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	401	367	447	395	334	315
Number of Complainants	373	348	411	363	318	281
Repeat Filers	23	18	32	28	13	27
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
<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	
Race	155	170	177	151	138	151
Color	51	61	56	47	51	61
Religion	17	26	18	18	19	24
Reprisal	240	200	231	211	195	200
Sex	153	134	147	149	108	98
PDA	3	2	2	0	0	1
National Origin	43	42	54	47	42	37

Equal Pay Act	1	2	3	1	1	0
Age	126	114	102	118	105	90
Disability	155	141	177	152	140	123
Genetics	0	1	3	5	5	4
Non-EEO	30	20	27	34	18	31
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
<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	12
Assignment of Duties	50	61	80	40	26	32
Awards	6	16	8	7	7	7
Conversion to Full Time/Perm Status	1	1	1	2	1	0
Disciplinary Action						
Demotion	5	4	6	2	1	6
Reprimand	19	16	23	17	21	11
Suspension	25	19	25	12	11	21
Removal	6	4	3	6	9	2
Other (DO NOT USE)	14	26	18	14	0	0
Duty Hours	10	11	19	13	4	4
Perf. Eval./ Appraisal	86	81	96	71	50	61
Examination/Test	0	1	0	0	2	0
Harassment						
Non-Sexual	183	151	189	160	153	141
Sexual	9	12	12	15	9	3
Medical Examination	1	4	2	0	0	0
Pay including overtime	6	16	13	11	16	13
Promotion/Non-Selection	66	72	68	57	56	57

Reassignment						
Denied	7	6	4	4	2	4
Directed	16	5	15	16	7	3
Reasonable Accommodation Disability	58	53	71	55	47	32
Reinstatement	2	1	0	0	0	0
Religious Accommodation	1	0	1	0	0	0
Retirement	5	3	3	3	3	4
Sex-Stereotyping	4	3	1	1	0	1
Telework	11	14	11	20	8	4
Termination	28	28	40	27	22	26
Terms/Conditions of Employment	61	62	78	59	43	56
Time and Attendance	61	58	63	62	40	48
Training	20	17	22	7	13	12
Other						
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					2021 Thru 09-30
	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	149.82
Average number of days in final action	39.20	33.86	36.08	33.16	40.35	28.39
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	148.56

Average number of days in final action	27.55	23.83	27.46	29.59	37.77	22.51						
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	139.47						
Average number of days in final action	51.14	45.56	47.04	40.45	43.93	39.99						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2021 Thru 09-30						
	2016	2017	2018	2019	2020							
Total Complaints Dismissed by Agency	58	47	51	53	35	43						
Average days pending prior to dismissal	30.69	52.47	125.86	55.92	40.06	32.84						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	32	21	23	30	39	39						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data					2021 Thru 09-30						
	2016	2017	2018	2019	2020							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		13		7		11		5		3	
Without Hearing	6	75	12	92	6	86	1	9	4	80	2	67
With Hearing	2	25	1	8	1	14	10	91	1	20	1	33
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data					2021 Thru 09-30						
	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>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		8		5		11		5		3	
Race	1	13	1	13	1	20	7	64	2	40	2	67

Color	1	13	1	13	1	20	2	18	2	40	0	0
Religion	1	13	0	0	0	0	0	0	0	0	1	33
Reprisal	2	25	5	63	2	40	7	64	1	20	1	33
Sex	2	25	4	50	0	0	2	18	1	20	1	33
PDA	0	0	1	13	0	0	0	0	0	0	0	0
National Origin	1	13	0	0	0	0	0	0	2	40	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	13	0	0	0	0	3	27	0	0	0	0
Disability	3	38	6	75	4	80	4	36	3	60	3	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	20	1	33
Findings After Hearing	2		1		1		10		1		1	
Race	1	50	0	0	0	0	7	70	1	100	0	0
Color	1	50	0	0	0	0	2	20	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	1	100	6	60	0	0	1	100
Sex	0	0	0	0	0	0	2	20	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	3	30	0	0	0	0
Disability	1	50	1	100	0	0	4	40	0	0	1	100
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	6		7		4		1		4		2	
Race	0	0	1	14	1	25	0	0	1	25	2	100

Color	0	0	1	14	1	25	0	0	1	25	0	0
Religion	1	17	0	0	0	0	0	0	0	0	1	50
Reprisal	2	33	4	57	1	25	1	100	1	25	0	0
Sex	2	33	4	57	0	0	0	0	1	25	1	50
PDA	0	0	1	14	0	0	0	0	0	0	0	0
National Origin	1	17	0	0	0	0	0	0	1	25	0	0
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	2	33	5	71	4	100	0	0	3	75	2	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	25	1	50
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 09-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		8		5		11		5		3	
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	416	411	391	329	267	183
Total Complainants	348	354	344	312	235	167
Number complaints pending						
Investigation	4	1	1	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	405	401	382	300	240	173
Final Agency Action	11	9	8	30	26	10
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	6	3	0	0	0	0