**Equal Employment Opportunity Data Posted**

**Pursuant to the No FEAR Act:**

**Department of the Treasury (Aggregate)**

**For 4th Quarter 2023 for period ending September 30, 2023**

**Comparative Data**

**Part 1 Complaint Activity**

**2023 Thru 09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

**Previous Fiscal Year Data**

Number of Complaints Filed

452

370

318

336

397

449

Number of Complainants

412

363

318

281

330

410

Repeat Filers

32

28

13

27

31

36

**Part 2 Complaints by Basis**

*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*

**Comparative Data**

**Previous Fiscal Year Data**

**2018**

**2019**

**2020**

**2021**

**2022**

**2023 Thru
09-30**

Color

56

47

51

61

60

81

Religion

18

18

19

24

40

25

Race

177

151

138

151

145

155

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

231

211

195

200

222

260

147

149

108

98

114

148

54

140

2

0

242

1

5

95

123

1

29

177

1

118

118

2

7

0

105

37

168

42

90

102

152

1

37

0

47

3

9

34

5

4

31

29

18

5

42

4

3

27

**Previous Fiscal Year Data**

Appointment/Hire

8

10

12

22

25

18

Assignment of Duties\*

80

40

26

32

0

0

Awards

8

7

7

7

0

8

Conversion to Full Time/Perm Status\*

1

2

1

0

0

0

**Disciplinary Action**

 Demotion

 Reprimand\*\*

 Suspension

 Removal

 Other Disciplinary Actions\*\*

 Other 2\*\*

6

2

1

6

2

4

23

17

21

11

0

0

25

12

11

21

10

20

3

6

9

2

1

6

0

0

0

0

0

0

Duty Hours\*

19

13

4

4

0

0

Perf. Eval./ Appraisal

96

71

50

61

54

69

Examination/Test

0

0

2

0

3

0

**Harassment**

 Non-Sexual

189

160

153

141

143

211

 Sexual

12

15

9

3

1

4

Medical Examination

2

0

0

0

1

1

Pay including overtime

13

11

16

13

11

15

Promotion/Non-Selection

68

57

56

57

44

54

**Reassignment**

 Reassignment: Denied/Directed

 Directed

4

15

4

16

2

7

4

3

4

3

5

5

Reasonable Accommodation Disability

Reinstatement\*

Religious Accommodation

71

0

1

55

0

0

47

0

0

32

0

0

56

0

8

109

0

3

Retirement\*

Sex-Stereotyping

Telework

3

1

11

3

1

20

3

0

8

4

1

4

0

1

3

0

0

14

Termination

Terms/Conditions of Employment\*

Time and Attendance

40

78

63

27

59

62

22

43

40

26

56

48

30

0

62

57

0

72

Training

22

7

13

12

6

12

 User Defined - Other 1\*

 User Defined - Other 2\*

0

0

0

0

0

0

0

0

0

0

0

0

 User Defined - Other 3\*

 User Defined - Other 4\*

0

0

0

0

0

0

0

0

0

0

0

0

**Comparative Data**

**Part 3 Complaints By Issue**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

***Note: Complaints can be filed alleging multiple bases.
The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:
\* are reported under Other Terms / Conditions of Employment.
\*\* are reported under Other Disciplinary Actions.

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.***

Other Terms/Conditions of Employment\*

0

0

0

0

0

136

0

0

0

0

0

25

Complaints pending during fiscal year

Average number of days in investigation

167.62

169.46

154.77

149.82

146.9

157.61

Complaints pending during fiscal year where hearing was requested

159.02

Average number of days in investigation

33.16

40.35

28.39

38.97

36.08

35.88

Average number of days in final action

148.07

167.55

172.25

158.81

148.56

Complaints pending during fiscal year where hearing was not requested

Average number of days in final action

28.66

39.59

37.77

29.59

27.46

22.51

170.78

139.47

149.13

151.1

Average number of days in investigation

172.42

162.58

47.04

45.38

43.93

40.45

39.99

Average number of days in final action

49.12

**Part 4 Processing Time**

**2019**

**Previous Fiscal Year Data**

**2018**

**2023 Thru 09-30**

**2022**

**2021**

**2020**

**Comparative Data**

**Previous Fiscal Year Data**

Part 5 Complaints Dismissed by Agency

56

73

43

35

53

51

Average days pending prior to dismissal

125.86

55.92

40.06

32.84

28.03

25.68

Total Complaints Withdrawn by Complainants

23

30

39

39

19

29

**Complaints Withdrawn by Complainants**

**Part 5 Complaints Dismissed by Agency**

**2018**

**2021**

**2020**

**2022**

**2019**

**Comparative Data**

**2023 Thru 09-30**

Total Number Findings

4

7

3

5

11

7

Without Hearing

6

1

4

2

5

4

With Hearing

1

10

1

1

2

0

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

86

14

9

91

80

20

67

33

71

29

100

0

**Comparative Data**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

**Part 6 Total Final Agency Actions Finding Discrimination**

**Previous Fiscal Year Data**

Color

1

2

2

0

0

0

Religion

0

0

0

1

1

0

Race

1

7

2

2

0

0

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

2

7

1

1

2

2

0

2

1

1

1

0

0

3

0

0

4

0

0

1

3

0

0

4

0

3

0

0

0

0

0

0

4

2

0

0

4

0

0

0

0

0

0

0

0

0

1

0

1

0

0

0

0

0

0.00

50.00

0.00

0.00

0.00

0.00

100.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

20.00

0.00

0.00

0.00

40.00

80.00

20.00

0.00

0.00

0.00

27.27

18.18

18.18

0.00

0.00

0.00

63.64

36.36

63.64

0.00

20.00

0.00

0.00

20.00

40.00

0.00

0.00

0.00

20.00

60.00

40.00

40.00

33.33

33.33

0.00

33.33

0.00

0.00

0.00

0.00

33.33

100.00

66.67

0.00

0.00

14.29

14.29

14.29

0.00

0.00

0.00

0.00

28.57

57.14

0.00

0.00

**Total Number Findings**

5

11

5

3

7

4

**Comparative Data**

**Part 7 Finding of Discrimination Rendered by Basis**

**Previous Fiscal Year Data**

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**2023 Thru
09-30**

**2018**

**2019**

**2020**

**2021**

**2022**

Religion

Reprisal

Disability

Sex

Age

Genetics

Equal Pay Act

Non-EEO

PDA

Race

National Origin

Color

Race

0

0

0

0.00

1

0

0

0

2

4

0

0

0

1

0

0

0

0

0

0.00

1

0

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1

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0

0.00

0.00

1

7

0

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0

6

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2

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3

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70.00

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20.00

20.00

40.00

30.00

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60.00

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50.00

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0.00

50.00

0.00

0.00

0.00

0.00

100.00

25.00

0.00

25.00

1

0

**Findings After Hearing**

2

1

1

10

4

4

**Finding Without Hearing**

5

4

2

1

Color

National Origin

Religion

Age

Equal Pay Act

Reprisal

PDA

Disability

Genetics

Non-EEO

Sex

0

0

0.00

0

0

0

0

1

0

1

1

0

3

2

0.00

0

0

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0

0

100.00

0

1

0

50.00

1

2

0

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4

3

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50.00

50.00

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100.00

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50.00

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0.00

25.00

25.00

25.00

75.00

0.00

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25.00

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25.00

100.00

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25.00

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0

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0

0

Conversion to Full Time/Perm Status\*

0

0

0

0

0

0

0

0

0

0

14

0

36

0

1

0

0

0

0

0

20

0

0

0

0

0

Disciplinary Action

0

0

0

Removal

0

0

0

3

0

0

0

0

Pay including overtime

0

0

4

0

0

0

0

0

0

0

0

0

0

**Total Number Findings**

0

0

0

0

0

0

1

0

0

0

0

0

0

0

0

Reprimand\*\*

0

0

0

0

0

45

0

0

0

0

0

0

0

0

Suspension

0

0

9

1

0

0

0

Perf. Eval. / Appraisal

Reassignment

0

0

Non-Sexual

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Medical Examination

0

0

0

0

9

0

14

0

0

0

9

0

0

1

0

60

0

0

0

0

Assignment of Duties\*

0

0

Duty Hours\*

0

0

0

0

0

0

0

0

0

Promotion/Non-Selection

0

5

0

0

0

0

0

Directed

Demotion

0

0

0

0

0

0

0

0

Harassment

0

0

0

Sexual

0

0

5

0

5

0

4

1

0

0

Examination/Test

3

0

0

0

0

0

0

0

0

0

0

0

0

0

1

0

0

Other 2\*\*

0

0

0

0

0

Reassignment: Denied/Directed

0

0

0

0

0

0

0

20

Awards

0

0

0

0

1

0

0

0

11

7

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Appointment/Hire

0

0

0

0

0

0

0

50

0

0

0

1

User Defined - Other 2\*

0

0

0

0

0

0

0

0

2

0

0

0

0

0

0

User Defined - Other 3\*

0

0

0

20

0

0

0

0

0

0

1

0

0

0

Termination

0

Training

0

0

0

0

0

2

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

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0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

4

40

0

0

18

0

50

0

0

0

0

0

33

0

0

User Defined - Other 4\*

0

0

Religious Accommodation

0

0

0

0

0

0

67

0

Telework

0

14

0

0

57

0

0

0

0

0

0

1

0

Retirement\*

0

Sex-Stereotyping

0

0

1

0

0

0

0

20

Reinstatement\*

0

0

0

0

0

0

0

0

2

60

0

1

Terms/Conditions of Employment\*

0

0

9

User Defined - Other 1\*

3

0

0

0

20

0

1

Reasonable Accommodation Disability

0

0

0

0

14

0

1

0

0

2

2

Time and Attendance

0

0

0

0

0

0

0

**Previous Fiscal Year Data**

#

%

%

%

**2021**

**2019**

%

**Comparative Data**

**2022**

**2020**

#

**2023 Thru 09-30**

**2018**

%

#

#

%

#

**Part 8 Finding of Discrimination Rendered by Issue**

#

Other Terms/Conditions of Employment\*

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

***Starting in FY2022, issues marked with:
\* are reported under Other Terms / Conditions of Employment.
\*\* are reported under Other Disciplinary Actions.

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.***

0

0

Awards

2

0

0

1

0

0

0

0

10

0

0

0

**Findings After Hearing**

0

0

0

1

0

0

Assignment of Duties\*

0

1

Appointment/Hire

0

0

0

0

0

0

0

0

0

0

0

10

Conversion to Full Time/Perm Status\*

0

0

0

0

0

0

0

0

0

0

0

0

0

1

0

10

0

1

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

0

0

0

Disciplinary Action

0

0

0

0

0

0

0

0

Reprimand\*\*

0

0

0

Demotion

0

0

0

0

0

0

1

0

0

0

0

0

0

0

0

Reinstatement\*

0

0

Removal

0

Medical Examination

0

Reasonable Accommodation Disability

0

0

0

0

0

1

0

0

0

0

0

0

0

0

0

Promotion/Non-Selection

0

0

0

Reassignment: Denied/Directed

0

0

Reassignment

Retirement\*

0

0

0

Directed

0

0

0

0

0

0

0

0

0

0

0

Non-Sexual

0

0

0

0

0

0

0

50

0

0

0

0

0

0

0

0

0

0

Sexual

0

0

0

0

0

0

0

0

100

Religious Accommodation

0

0

1

0

0

0

0

0

0

0

10

0

0

0

0

0

0

0

0

0

0

0

10

0

100

0

0

0

0

0

0

0

0

Terms/Conditions of Employment\*

0

0

0

10

0

0

1

0

0

Perf. Eval. / Appraisal

0

0

Other 2\*\*

0

0

0

0

0

0

Telework

0

0

1

0

0

0

0

0

0

Duty Hours\*

0

0

0

0

0

0

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0

0

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0

0

0

0

0

0

0

0

0

0

0

0

0

User Defined - Other 2\*

0

0

0

0

4

Pay including overtime

0

0

0

0

0

1

0

0

0

0

0

0

User Defined - Other 1\*

0

0

0

50

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

User Defined - Other 3\*

40

0

0

0

0

0

0

User Defined - Other 4\*

0

0

1

0

0

0

0

0

0

0

0

0

0

50

0

0

0

Harassment

0

0

0

0

0

100

0

0

Examination/Test

0

0

0

0

0

0

0

0

Training

0

0

0

0

0

Sex-Stereotyping

0

1

0

0

0

0

0

Time and Attendance

0

0

5

0

0

0

0

0

0

0

0

0

0

0

0

0

0

1

0

Termination

0

0

0

0

0

0

0

Other Terms/Conditions of Employment\*

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

0

1

1

0

0

0

0

Awards

0

0

0

0

0

Medical Examination

0

0

2

0

0

0

0

1

0

Harassment

25

0

Reassignment: Denied/Directed

0

1

0

0

0

0

Assignment of Duties\*

0

Retirement\*

0

0

0

0

0

Examination/Test

0

0

0

100

0

0

0

0

0

0

0

0

Disciplinary Action

0

0

Suspension

0

0

0

0

50

0

0

0

0

0

0

0

0

0

0

0

0

3

0

0

0

0

0

0

0

0

50

Non-Sexual

0

0

0

0

0

4

0

0

0

1

0

0

25

0

20

0

50

0

Termination

0

4

0

0

0

0

0

Reasonable Accommodation Disability

0

0

0

0

0

0

0

0

0

0

0

0

4

0

0

60

0

0

0

0

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Demotion

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Sex-Stereotyping

Other 2\*\*

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Reinstatement\*

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Time and Attendance

Conversion to Full Time/Perm Status\*

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User Defined - Other 2\*

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Reprimand\*\*

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Religious Accommodation

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Terms/Conditions of Employment\*

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Reassignment

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Perf. Eval. / Appraisal

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Training

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User Defined - Other 3\*

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User Defined - Other 1\*

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**Findings Without Hearing**

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Promotion/Non-Selection

Appointment/Hire

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Removal

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User Defined - Other 4\*

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Telework

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Other Terms/Conditions of Employment\*

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Other Disciplinary Actions\*\*

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**Comparative Data**

**Part 9 Complaints Pending from Previous Fiscal Years By Status**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

**Previous Fiscal Year Data**

Total complaints from previous Fiscal Years

118

144

183

267

329

391

Total Complainants

344

312

235

167

125

113

**Number complaints pending**

Investigation

1

0

0

1

0

1

ROI issued, pending Complainant's action

0

0

0

0

0

3

Hearing

382

300

240

173

128

70

Final Agency Action

8

30

26

10

17

13

Appeal with EEOC Office of Federal Operations

1187

1233

1226

1224

1217

91

**Previous Fiscal Year Data**

Pending Complaints Where Investigations Exceed Required Time Frames

7

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**Comparative Data**

**Part 10 Complaint Investigations**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**