

**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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	449	397	336	318	370	452
Number of Complainants	412	363	318	281	330	410
Repeat Filers	32	28	13	27	31	36

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	177	151	138	151	145	155
Color	56	47	51	61	60	81
Religion	18	18	19	24	40	25
Reprisal	231	211	195	200	222	260
Sex	147	149	108	98	114	148
PDA	2	0	0	1	7	5
National Origin	54	47	42	37	29	37
Equal Pay Act	3	1	1	0	2	1
Age	102	118	105	90	95	118
Disability	177	152	140	123	168	242
Genetics	3	5	5	4	9	4
Non-EEO	27	34	18	31	42	29

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					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Appointment/Hire	18	25	22	12	10	8
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
<b>Disciplinary Action</b>						
Demotion	6	2	1	6	2	4
Reprimand**	23	17	21	11	0	0
Suspension	25	12	11	21	10	20
Removal	3	6	9	2	1	6
Other Disciplinary Actions**	0	0	0	0	0	25
Other 2**	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
<b>Harassment</b>						
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
<b>Reassignment</b>						
Reassignment: Denied/Directed	4	4	2	4	4	5
Directed	15	16	7	3	3	5
Reasonable Accommodation Disability	71	55	47	32	56	109
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	8	3
Retirement*	3	3	3	4	0	0
Sex-Stereotyping	1	1	0	1	1	0
Telework	11	20	8	4	3	14
Termination	40	27	22	26	30	57
Terms/Conditions of Employment*	78	59	43	56	0	0
Time and Attendance	63	62	40	48	62	72
Training	22	7	13	12	6	12
Other Terms/Conditions of Employment*	0	0	0	0	0	136
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					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	167.62	169.46	154.77	149.82	146.9	157.61
Average number of days in final action	36.08	33.16	40.35	28.39	35.88	38.97
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	167.55	172.25	158.81	148.56	148.07	159.02
Average number of days in final action	27.46	29.59	37.77	22.51	28.66	39.59
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	172.42	170.78	151.1	139.47	149.13	162.58
Average number of days in final action	47.04	40.45	43.93	39.99	45.38	49.12

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	51	53	35	43	73	56
Average days pending prior to dismissal	125.86	55.92	40.06	32.84	28.03	25.68
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	23	30	39	39	19	29

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		11		5		3		7		4	
Without Hearing	6	86	1	9	4	80	2	67	5	71	4	100
With Hearing	1	14	10	91	1	20	1	33	2	29	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	2018		2019		2020		2021		2022			
#	%	#	%	#	%	#	%	#	%	#	%	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
<b>Total Number Findings</b>	5		11		5		3		7		4	
Race	1	20.00	7	63.64	2	40.00	2	66.67	0	0.00	0	0.00
Color	1	20.00	2	18.18	2	40.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	1	33.33	1	14.29	0	0.00
Reprisal	2	40.00	7	63.64	1	20.00	1	33.33	2	28.57	2	50.00
Sex	0	0.00	2	18.18	1	20.00	1	33.33	1	14.29	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	2	40.00	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	3	27.27	0	0.00	0	0.00	1	14.29	0	0.00
Disability	4	80.00	4	36.36	3	60.00	3	100.00	4	57.14	4	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	1	20.00	1	33.33	0	0.00	0	0.00

<b>Findings After Hearing</b>	1		10		1		1		2		0	
Race	0	0.00	7	70.00	1	100.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	2	20.00	1	100.00	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	1	100.00	6	60.00	0	0.00	1	100.00	1	50.00	0	0.00
Sex	0	0.00	2	20.00	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	0	0.00	0	0.00	1	100.00	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	3	30.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	4	40.00	0	0.00	1	100.00	1	50.00	0	0.00
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
<b>Finding Without Hearing</b>												
	4		1		4		2		5		4	
Race	1	25.00	0	0.00	1	25.00	2	100.00	0	0.00	0	0.00

Color	1	25.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	1	50.00	1	20.00	0	0.00
Reprisal	1	25.00	1	100.00	1	25.00	0	0.00	1	20.00	2	50.00
Sex	0	0.00	0	0.00	1	25.00	1	50.00	1	20.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	1	25.00	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	1	20.00	0	0.00
Disability	4	100.00	0	0.00	3	75.00	2	100.00	3	60.00	4	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	1	25.00	1	50.00	0	0.00	0	0.00





<b>Findings Without Hearing</b>	4		1		4		2		5		4	
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
<b>Disciplinary Action</b>												
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	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Sexual	0	0	0	0	0	0	0	0	1	20	0	0
Non-Sexual	0	0	0	0	2	50	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
<b>Reassignment</b>												
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	3	75	0	0	2	50	1	50	3	60	2	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	1	25	0	0	0	0	0	0
Termination	0	0	0	0	1	25	0	0	1	20	2	50
Terms/Conditions of Employment*	0	0	1	100	0	0	0	0	0	0	0	0
Time and Attendance	1	25	0	0	0	0	1	50	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	20	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					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	391	329	267	183	144	118
Total Complainants	344	312	235	167	125	113
<b>Number complaints pending</b>						
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

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	7