**Equal Employment Opportunity Data Posted**

**Pursuant to the ECFEA/No FEAR Act:**

**Department of the Treasury (Aggregate)**

**For 1st Quarter 2025 for period ending December 31, 2024**

**Comparative Data**

**Part 1 Complaint Activity**

**2025 Thru 12-31**

**2024**

**2023**

**2022**

**2021**

**2020**

**Previous Fiscal Year Data**

Number of Complaints Filed

140

551

452

370

318

336

Number of Complainants

318

281

330

410

496

136

Repeat Filers

13

27

31

36

43

4

**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**

**2020**

**2021**

**2022**

**2023**

**2024**

**2025 Thru
12-31**

Color

51

61

60

81

86

21

Religion

19

24

40

25

30

6

Race

138

151

145

155

193

45

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

195

200

222

260

290

80

108

98

114

148

181

35

42

168

3

7

65

5

3

159

242

2

53

140

0

90

36

0

6

1

95

16

241

29

118

105

123

0

37

1

37

1

7

31

9

0

29

4

42

4

21

4

5

18

**Previous Fiscal Year Data**

Appointment/Hire

3

19

8

10

12

22

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

 Reprimand\*\*

 Suspension

 Removal

 Other Disciplinary Actions\*\*

 Other 2\*\*

1

6

2

4

1

0

21

11

0

0

0

0

11

21

10

20

7

1

9

2

1

6

8

1

0

0

0

0

0

0

Duty Hours\*

4

4

0

0

0

0

Perf. Eval./ Appraisal

50

61

54

69

90

19

Examination/Test

2

0

3

0

2

0

**Harassment**

 Non-Sexual

153

141

143

211

257

73

 Sexual

9

3

1

4

13

1

Medical Examination

0

0

1

1

0

0

Pay including overtime

16

13

11

15

19

1

Promotion/Non-Selection

56

57

44

54

70

20

**Reassignment**

 Reassignment: Denied/Directed

 Directed

2

7

4

3

4

3

5

5

5

11

0

2

Reasonable Accommodation Disability

Reinstatement\*

Religious Accommodation

47

0

0

32

0

0

56

0

8

109

0

3

111

0

2

32

0

0

Retirement\*

Sex-Stereotyping

Telework

3

0

8

4

1

4

0

1

3

0

0

14

0

3

31

0

0

5

Termination

Terms/Conditions of Employment\*

Time and Attendance

22

43

40

26

56

48

30

0

62

57

0

72

54

0

93

16

0

26

Training

13

12

6

12

27

4

 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**

**2025 Thru
12-31**

**2024**

**2023**

**2022**

**2021**

**2020**

***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

136

176

35

0

0

0

25

35

7

Complaints pending during fiscal year

Average number of days in investigation

154.77

149.82

146.9

157.61

169.56

179.61

Complaints pending during fiscal year where hearing was requested

186.51

Average number of days in investigation

28.39

35.88

38.97

41.91

40.35

43.94

Average number of days in final action

171.59

158.81

148.56

148.07

159.02

Complaints pending during fiscal year where hearing was not requested

Average number of days in final action

29.91

33.45

28.66

22.51

37.77

39.59

139.47

162.58

169.98

149.13

Average number of days in investigation

151.1

181.54

43.93

52.02

45.38

39.99

49.12

Average number of days in final action

51.20

**Part 4 Processing Time**

**2021**

**Previous Fiscal Year Data**

**2020**

**2025 Thru 12-31**

**2024**

**2023**

**2022**

**Comparative Data**

**Previous Fiscal Year Data**

Part 5 Complaints Dismissed by Agency

37

70

56

73

43

35

Average days pending prior to dismissal

40.06

32.84

28.03

25.68

52.03

37.22

Total Complaints Withdrawn by Complainants

39

39

19

29

27

6

**Complaints Withdrawn by Complainants**

**Part 5 Complaints Dismissed by Agency**

**2020**

**2023**

**2022**

**2024**

**2021**

**Comparative Data**

**2025 Thru 12-31**

Total Number Findings

2

7

4

7

3

5

Without Hearing

4

2

5

4

7

1

With Hearing

1

1

2

0

0

1

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

80

20

67

33

71

29

100

0

100

0

50

50

**Comparative Data**

**2025 Thru
12-31**

**2024**

**2023**

**2022**

**2021**

**2020**

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

**Previous Fiscal Year Data**

Color

2

0

0

0

0

0

Religion

0

1

1

0

0

0

Race

2

2

0

0

0

0

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

1

1

2

2

4

1

1

1

1

0

0

0

2

4

0

0

2

0

0

2

4

0

0

3

0

0

0

0

0

0

1

0

5

0

0

0

3

0

0

0

0

0

0

1

0

0

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0

0

1

0.00

50.00

0.00

0.00

0.00

0.00

100.00

0.00

0.00

0.00

0.00

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

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

50.00

100.00

0.00

0.00

0.00

0.00

28.57

0.00

0.00

0.00

0.00

0.00

57.14

71.43

0.00

0.00

**Total Number Findings**

5

3

7

4

7

2

**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.

**#**

**%**

**#**

**%**

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**%**

**#**

**%**

**#**

**%**

**2025 Thru
12-31**

**2020**

**2021**

**2022**

**2023**

**2024**

Religion

Reprisal

Disability

Sex

Age

Genetics

Equal Pay Act

Non-EEO

PDA

Race

National Origin

Color

Color

National Origin

Religion

Age

Equal Pay Act

Race

Reprisal

PDA

Disability

Genetics

Non-EEO

Sex

0

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4

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3

1

2

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1

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2

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100.00

100.00

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71.43

28.57

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57.14

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60.00

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100.00

50.00

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25.00

25.00

25.00

25.00

75.00

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0.00

25.00

0.00

25.00

0.00

1

1

**Findings After Hearing**

0

2

0

1

4

1

**Finding Without Hearing**

7

5

4

2

0

0

0

0

0

0

Conversion to Full Time/Perm Status\*

0

0

0

0

0

0

1

0

0

0

14

0

0

0

1

0

0

0

0

0

14

0

0

0

0

0

Disciplinary Action

0

0

0

Removal

0

0

0

0

2

0

0

0

Pay including overtime

29

0

2

0

1

0

0

0

0

0

0

0

0

**Total Number Findings**

0

0

0

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

0

0

Suspension

0

0

0

0

0

0

0

Perf. Eval. / Appraisal

Reassignment

0

0

Non-Sexual

14

20

0

0

0

0

0

0

0

0

0

0

0

14

0

0

0

0

Medical Examination

0

0

0

0

0

0

0

0

0

0

0

0

0

1

0

0

0

0

0

0

Assignment of Duties\*

0

0

Duty Hours\*

0

0

0

0

1

0

0

0

0

Promotion/Non-Selection

0

7

0

0

0

0

0

Directed

Demotion

0

0

0

0

0

0

0

0

Harassment

0

0

0

Sexual

0

0

0

0

5

0

0

0

0

0

Examination/Test

4

0

0

0

0

0

0

0

0

0

0

0

0

0

3

0

0

Other 2\*\*

0

0

0

0

0

Reassignment: Denied/Directed

0

0

0

0

0

0

0

60

Awards

0

0

0

0

0

0

0

0

3

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

100

0

0

0

0

User Defined - Other 2\*

0

0

0

0

0

0

0

0

4

0

0

0

0

0

0

User Defined - Other 3\*

1

0

0

14

0

0

0

0

0

0

1

0

0

0

Termination

0

Training

0

0

0

0

0

2

20

0

0

0

0

1

0

0

0

0

0

0

0

0

0

0

1

50

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

50

0

0

4

57

0

0

0

1

0

0

0

0

0

0

0

0

0

User Defined - Other 4\*

0

0

Religious Accommodation

0

0

0

0

0

0

50

0

Telework

0

14

0

0

57

0

0

0

0

0

0

2

0

Retirement\*

0

Sex-Stereotyping

0

0

0

0

0

0

0

0

Reinstatement\*

0

0

14

2

0

0

0

0

0

40

0

0

Terms/Conditions of Employment\*

0

0

67

User Defined - Other 1\*

2

0

0

0

0

33

0

Reasonable Accommodation Disability

0

0

20

0

0

1

1

0

0

2

0

Time and Attendance

0

0

0

0

0

0

0

**Previous Fiscal Year Data**

#

%

%

%

**2023**

**2021**

%

**Comparative Data**

**2024**

**2022**

#

**2025 Thru 12-31**

**2020**

%

#

#

%

#

**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

0

0

0

0

0

0

0

0

1

0

0

0

**Findings After Hearing**

0

1

0

2

0

0

Assignment of Duties\*

0

0

Appointment/Hire

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

0

1

0

0

0

0

0

0

0

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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

1

Reasonable Accommodation Disability

0

0

0

0

0

0

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

100

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Sexual

0

0

0

0

0

0

0

0

100

Religious Accommodation

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

50

0

0

0

0

0

0

0

0

Terms/Conditions of Employment\*

0

0

0

100

0

0

0

0

0

Perf. Eval. / Appraisal

0

0

Other 2\*\*

0

0

0

0

0

0

Telework

0

0

0

0

0

0

0

0

0

Duty Hours\*

0

0

50

0

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0

0

1

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100

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0

0

0

0

0

0

0

User Defined - Other 2\*

0

0

0

0

0

Pay including overtime

0

0

0

0

0

0

0

0

0

0

0

0

User Defined - Other 1\*

0

0

0

0

0

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0

0

User Defined - Other 3\*

0

0

0

0

0

0

0

User Defined - Other 4\*

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Harassment

0

0

0

0

0

0

100

0

Examination/Test

0

0

0

0

0

0

0

0

Training

0

0

0

0

0

Sex-Stereotyping

0

1

1

0

0

0

0

Time and Attendance

0

0

0

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

0

0

0

0

0

0

Awards

0

0

0

0

0

Medical Examination

0

0

4

0

0

0

0

0

0

Harassment

20

0

Reassignment: Denied/Directed

0

2

0

0

0

0

Assignment of Duties\*

0

Retirement\*

0

0

0

0

0

Examination/Test

0

25

0

0

0

0

0

0

0

0

0

0

Disciplinary Action

0

0

Suspension

0

0

0

0

60

0

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0

0

0

0

0

0

2

0

0

0

4

0

0

0

0

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0

0

Non-Sexual

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0

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1

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1

0

14

0

0

0

0

0

0

Termination

0

5

0

0

0

0

0

Reasonable Accommodation Disability

1

0

0

14

0

0

0

0

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0

0

4

0

0

57

0

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Demotion

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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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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**

0

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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**

**2025 Thru
12-31**

**2024**

**2023**

**2022**

**2021**

**2020**

**Previous Fiscal Year Data**

Total complaints from previous Fiscal Years

435

158

118

144

183

267

Total Complainants

235

167

125

113

150

390

**Number complaints pending**

Investigation

0

1

0

1

4

117

ROI issued, pending Complainant's action

0

0

0

3

2

25

Hearing

240

173

128

70

103

227

Final Agency Action

26

10

17

13

15

32

Appeal with EEOC Office of Federal Operations

1226

1224

1217

91

116

145

**Previous Fiscal Year Data**

Pending Complaints Where Investigations Exceed Required Time Frames

1

1

7

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**Comparative Data**

**Part 10 Complaint Investigations**

**2025 Thru
12-31**

**2024**

**2023**

**2022**

**2021**

**2020**