

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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	336	318	370	452	551	140
Number of Complainants	318	281	330	410	496	136
Repeat Filers	13	27	31	36	43	4

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	138	151	145	155	193	45
Color	51	61	60	81	86	21
Religion	19	24	40	25	30	6
Reprisal	195	200	222	260	290	80
Sex	108	98	114	148	181	35
PDA	0	1	7	5	6	3
National Origin	42	37	29	37	53	16
Equal Pay Act	1	0	2	1	3	0
Age	105	90	95	118	159	36
Disability	140	123	168	242	241	65
Genetics	5	4	9	4	7	0
Non-EEO	18	31	42	29	21	4

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Appointment/Hire	22	12	10	8	19	3
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	1	6	2	4	1	0
Reprimand**	21	11	0	0	0	0
Suspension	11	21	10	20	7	1
Removal	9	2	1	6	8	1
Other Disciplinary Actions**	0	0	0	25	35	7
Other 2**	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	2	4	4	5	5	0
Directed	7	3	3	5	11	2
Reasonable Accommodation Disability	47	32	56	109	111	32
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	8	3	2	0
Retirement*	3	4	0	0	0	0
Sex-Stereotyping	0	1	1	0	3	0
Telework	8	4	3	14	31	5
Termination	22	26	30	57	54	16
Terms/Conditions of Employment*	43	56	0	0	0	0
Time and Attendance	40	48	62	72	93	26
Training	13	12	6	12	27	4
Other Terms/Conditions of Employment*	0	0	0	136	176	35
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					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation	154.77	149.82	146.9	157.61	169.56	179.61
Average number of days in final action	40.35	28.39	35.88	38.97	43.94	41.91
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	158.81	148.56	148.07	159.02	171.59	186.51
Average number of days in final action	37.77	22.51	28.66	39.59	29.91	33.45
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	151.1	139.47	149.13	162.58	169.98	181.54
Average number of days in final action	43.93	39.99	45.38	49.12	52.02	51.20

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Part 5 Complaints Dismissed by Agency	35	43	73	56	70	37
Average days pending prior to dismissal	40.06	32.84	28.03	25.68	52.03	37.22
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	39	39	19	29	27	6

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 12-31	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		3		7		4		7		2	
Without Hearing	4	80	2	67	5	71	4	100	7	100	1	50
With Hearing	1	20	1	33	2	29	0	0	0	0	1	50

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 12-31	
	2020		2021		2022		2023		2024			
#	%	#	%	#	%	#	%	#	%	#	%	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
Total Number Findings	5		3		7		4		7		2	
Race	2	40.00	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00
Color	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	1	33.33	1	14.29	0	0.00	0	0.00	0	0.00
Reprisal	1	20.00	1	33.33	2	28.57	2	50.00	4	57.14	1	50.00
Sex	1	20.00	1	33.33	1	14.29	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	2	40.00	0	0.00	0	0.00	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	1	14.29	0	0.00	2	28.57	0	0.00
Disability	3	60.00	3	100.00	4	57.14	4	100.00	5	71.43	2	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	1	20.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00

Findings After Hearing	1		1		2		0		0		1	
Race	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	100.00	0	0.00	0	0.00	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	0	0.00	1	100.00	1	50.00	0	0.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	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	1	100.00	0	0.00	0	0.00	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	0	0.00	0	0.00
Disability	0	0.00	1	100.00	1	50.00	0	0.00	0	0.00	1	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	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	4		2		5		4		7		1	
Race	1	25.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	1	50.00	1	20.00	0	0.00	0	0.00	0	0.00
Reprisal	1	25.00	0	0.00	1	20.00	2	50.00	4	57.14	0	0.00
Sex	1	25.00	1	50.00	1	20.00	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	1	25.00	0	0.00	0	0.00	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	1	20.00	0	0.00	2	28.57	0	0.00
Disability	3	75.00	2	100.00	3	60.00	4	100.00	5	71.43	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	1	25.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings Without Hearing	4		2		5		4		7		1	
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
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 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	1	14	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	1	20	0	0	0	0	0	0
Non-Sexual	2	50	0	0	0	0	0	0	2	29	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	1	14	0	0
Reassignment												
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	2	50	1	50	3	60	2	50	4	57	1	100
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	1	25	0	0	0	0	0	0	0	0	0	0
Termination	1	25	0	0	1	20	2	50	1	14	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	50	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	20	0	0	0	0	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					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	267	183	144	118	158	435
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

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	7	1	1