

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Department of the Treasury (Aggregate)

For 4th Quarter 2025 for period ending September 30, 2025

Notes:

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.

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.

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	334	315	365	455	547	513
Number of Complainants	318	281	330	410	496	463
Repeat Filers	13	27	31	36	43	39

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	138	151	145	155	193	133
Color	51	61	60	81	86	54
Religion	19	24	40	25	30	25
Reprisal	195	200	222	260	291	234
Sex	108	98	114	148	181	126
PDA	0	1	7	5	6	9
National Origin	42	37	29	37	53	50
Equal Pay Act	1	0	2	1	3	1
Age	105	90	95	118	158	107
Disability	140	123	168	242	241	289
Genetics	5	4	9	4	7	4
Non-EEO	18	31	42	29	21	16

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	22	12	10	8	19	5
Assignment of Duties*	26	32	0	0	0	0
Awards	7	7	0	8	10	2
Conversion to Full Time/Perm	1	0	0	0	0	0
Disciplinary Action: Demotion	1	6	2	4	1	0
Disciplinary Action: Reprimand**	21	11	0	0	0	0
Disciplinary Action: Suspension	11	21	10	20	7	6
Disciplinary Action: Removal	9	2	1	6	8	4
Disciplinary Action: Other Disciplinary Actions**	0	0	0	25	35	24
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	4	4	0	0	0	0
Perf. Eval./ Appraisal	50	61	54	69	90	66
Examination/Test	2	0	3	0	2	0
Harassment: Non-Sexual	153	141	143	211	257	198
Harassment: Sexual	9	3	1	4	13	9
Medical Examination	0	0	1	1	0	0
Pay including overtime	16	13	11	15	19	10
Promotion/Non-Selection	56	57	44	54	70	43
Reassignment: Denied/Directed	2	4	4	5	5	2
Reassignment: Directed	7	3	3	5	11	5
Reasonable Accommodation	47	32	56	109	111	165
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	8	3	2	5
Retirement*	3	4	0	0	0	0
Sex-Stereotyping	0	1	1	0	3	0
Telework	8	4	3	14	31	19
Termination	22	26	30	57	54	56
Terms/Conditions of Employment*	43	56	0	0	0	0
Time and Attendance	40	48	62	72	94	55
Training	13	12	6	12	28	14
Other Terms/Conditions of Employment*	0	0	0	136	176	103

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	154.77	149.82	146.9	157.61	169.3	171.08
Average days in Final Action for all cases pending during FY	40.35	28.39	35.88	38.97	43.94	44.06
Average days in Investigation with	158.81	148.56	148.07	159.02	171.59	176.71
Average days in Final Action with	37.77	22.51	28.66	39.59	29.91	38.15
Average Days in Investigation without Hearing	151.1	139.47	149.13	162.58	169.02	170.01
Average Days in Final Action without Hearing	43.93	39.99	45.38	49.12	52.02	48.43

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by	35	43	73	56	70	81
Average Days Pending Prior to Dismissal	40.06	32.84	28.03	25.68	52.03	31.35
Total Complaints Withdrawn by Complainants	39	39	19	29	27	72

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09-30)	FY 2025 % (thru 09-30)
Total Number	5		3		7		4		7		6	
Findings Without Hearing	4	80	2	67	5	71	4	100	7	100	4	67
Findigs With	1	20	1	33	2	29	0	0	0	0	2	33

Part 7 Finding of Discrimination by Basis

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Total Number Findings	5		3		7		4		7		6	
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	3	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	100.0	4	57.14	4	100.0	5	71.43	4	66.67
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

Part 7 Finding of Discrimination by Basis (with Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Findings After Hearing	1		1		2		0		0		2	
Race	1	100.0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	100.0	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	100.0	1	50.00	0	0.00	0	0.00	2	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	100.0	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	100.0	1	50.00	0	0.00	0	0.00	1	50.00
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

Part 7 Finding of Discrimination by Basis (without Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Finding Without Hearing	4		2		5		4		7		4	
Race	1	25.00	2	100.0	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	1	25.00
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	100.0	3	60.00	4	100.0	5	71.43	3	75.00
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

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total complaints from previous Fiscal Years	267	183	144	118	158	220
Total Complainants	235	167	125	113	150	204
Complaints Pending Investigation	0	1	0	1	4	4
ROI issued, pending Complainant's	0	0	0	3	2	0
Complaints Pending in Hearing	240	173	128	70	103	157
Complaints Pending Final Agency	26	10	17	13	15	25
Complaints Pending Appeal with EEOC Office of Federal Operations	1226	1224	1217	91	118	119

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time	0	0	0	7	1	1