

# Equal Employment Opportunity Data Posted Pursuant to the ECFEA Act (No Fear Act): Department of the Treasury (Aggregate)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	372	449	397	336	318	83
Number of Complainants	351	412	363	318	281	82
Repeat Filers	18	32	28	13	27	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Race	170	177	151	138	151	28
Color	61	56	47	51	61	10
Religion	26	18	18	19	24	4
Reprisal	200	231	211	195	200	49
Sex	134	147	149	108	98	19
PDA	2	2	0	0	1	0
National Origin	42	54	47	42	37	4
Equal Pay Act	2	3	1	1	0	0

Age	114	102	118	105	90	17
Disability	141	177	152	140	123	44
Genetics	1	3	5	5	4	0
Non-EEO	20	27	34	18	31	7
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Appointment/Hire	33	18	25	22	12	1
Assignment of Duties	61	80	40	26	32	6
Awards	16	8	7	7	7	1
Conversion to Full Time/Perm Status	1	1	2	1	0	0
<b>Disciplinary Action</b>						
Demotion	4	6	2	1	6	0
Reprimand	16	23	17	21	11	2
Suspension	19	25	12	11	21	4
Removal	4	3	6	9	2	1
Other (DO NOT USE)	26	18	14	0	0	0
Duty Hours	11	19	13	4	4	1
Perf. Eval./ Appraisal	81	96	71	50	61	8
Examination/Test	1	0	0	2	0	1
<b>Harassment</b>						
Non-Sexual	151	189	160	153	141	30
Sexual	12	12	15	9	3	0
Medical Examination	4	2	0	0	0	0
Pay including overtime	16	13	11	16	13	2
Promotion/Non-Selection	72	68	57	56	57	8
<b>Reassignment</b>						

Denied	6	4	4	2	4	1
Directed	5	15	16	7	3	1
Reasonable Accommodation Disability	53	71	55	47	32	12
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	1	0	0	0	1
Retirement	3	3	3	3	4	1
Sex-Stereotyping	3	1	1	0	1	0
Telework	14	11	20	8	4	1
Termination	28	40	27	22	26	10
Terms/Conditions of Employment	62	78	59	43	56	10
Time and Attendance	58	63	62	40	48	19
Training	17	22	7	13	12	1
<b>Other</b>						
Equal Pay Act (DO NOT USE)	5	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 12-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Complaints pending during fiscal year						
Average number of days in investigation	187.25	167.62	169.46	154.77	149.82	147.05
Average number of days in final action	33.86	36.08	33.16	40.35	28.39	34.61
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	191.22	167.55	172.25	158.81	148.56	147.21
Average number of days in final action	23.83	27.46	29.59	37.77	22.51	28.94

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	186.39	172.42	170.78	151.10	139.47	147.94						
Average number of days in final action	45.56	47.04	40.45	43.93	39.99	42.90						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2022 Thru 12-31</b>	
	<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>			
Total Complaints Dismissed by Agency	47	51	53	35	43	17						
Average days pending prior to dismissal	52.47	125.86	55.92	40.06	32.84	16.88						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	21	23	30	39	39	3						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2022 Thru 12-31</b>	
	<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	13		7		11		5		3		3	
Without Hearing	12	92	6	86	1	9	4	80	2	67	2	67
With Hearing	1	8	1	14	10	91	1	20	1	33	1	33
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2022 Thru 12-31</b>	
	<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	8		5		11		5		3		3	
Race	1	13	1	20	7	64	2	40	2	67	0	0
Color	1	13	1	20	2	18	2	40	0	0	0	0

Religion	0	0	0	0	0	0	0	0	0	1	33	0	0
Reprisal	5	63	2	40	7	64	1	20	1	33	1	33	
Sex	4	50	0	0	2	18	1	20	1	33	0	0	
PDA	1	13	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	2	40	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	3	27	0	0	0	0	0	0	
Disability	6	75	4	80	4	36	3	60	3	100	2	67	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	1	20	1	33	0	0	
<b>Findings After Hearing</b>													
	1		1		10		1		1		1		
Race	0	0	0	0	7	70	1	100	0	0	0	0	
Color	0	0	0	0	2	20	1	100	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	1	100	1	100	6	60	0	0	1	100	1	100	
Sex	0	0	0	0	2	20	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	1	100	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	3	30	0	0	0	0	0	0	
Disability	1	100	0	0	4	40	0	0	1	100	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Findings Without Hearing</b>													
	7		4		1		4		2		2		
Race	1	14	1	25	0	0	1	25	2	100	0	0	
Color	1	14	1	25	0	0	1	25	0	0	0	0	



Harassment												
Non-Sexual	2	25	1	20	4	36	3	60	0	0	0	0
Sexual	2	25	0	0	0	0	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	5	45	0	0	0	0	0	0
Reassignment												
Denied	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	5	63	3	60	1	9	2	40	2	67	2	67
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	0	0	1	20	0	0	0	0
Termination	1	13	0	0	0	0	1	20	0	0	0	0
Terms/Conditions of Employment	1	13	0	0	2	18	0	0	0	0	0	0
Time and Attendance	0	0	1	20	0	0	0	0	1	33	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	33
Other - User Define												
Equal Pay Act (DO NOT USE)	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
<b>Findings After Hearing</b>	1		1		10		1		1		1	





Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	0	0	1	10	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act (DO NOT USE)	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
<b>Findings Without Hearing</b>	7		4		1		4		2		2	
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 (DO NOT USE)	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
Harassment												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 12-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Total complaints from previous Fiscal Years	411	391	329	267	183	329
Total Complainants	354	344	312	235	167	284
<b>Number complaints pending</b>						
Investigation	1	1	0	0	1	46
ROI issued, pending Complainant's action	0	0	0	0	0	8
Hearing	401	382	300	240	173	247
Final Agency Action	9	8	30	26	10	23
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 12-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	3	0	0	0	0	0