

**Equal Employment Opportunity Data Posted
Pursuant to the No FEAR Act:**

Department of the Treasury (Aggregate)

For 4th Quarter 2024 for period ending September 30, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	397	336	318	370	452	551
Number of Complainants	363	318	281	330	410	496
Repeat Filers	28	13	27	31	36	43

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	151	138	151	145	155	193
Color	47	51	61	60	81	86
Religion	18	19	24	40	25	30
Reprisal	211	195	200	222	260	290
Sex	149	108	98	114	148	181
PDA	0	0	1	7	5	6
National Origin	47	42	37	29	37	53
Equal Pay Act	1	1	0	2	1	3
Age	118	105	90	95	118	159
Disability	152	140	123	168	242	241
Genetics	5	5	4	9	4	7
Non-EEO	34	18	31	42	29	21

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					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Appointment/Hire	25	22	12	10	8	19
Assignment of Duties*	40	26	32	0	0	0
Awards	7	7	7	0	8	10
Conversion to Full Time/Perm Status*	2	1	0	0	0	0
Disciplinary Action						
Demotion	2	1	6	2	4	1
Reprimand**	17	21	11	0	0	0
Suspension	12	11	21	10	20	7
Removal	6	9	2	1	6	8
Other Disciplinary Actions**	0	0	0	0	25	35
Other 2**	0	0	0	0	0	0
Duty Hours*	13	4	4	0	0	0
Perf. Eval./ Appraisal	71	50	61	54	69	90
Examination/Test	0	2	0	3	0	2
Harassment						
Non-Sexual	160	153	141	143	211	257
Sexual	15	9	3	1	4	13
Medical Examination	0	0	0	1	1	0
Pay including overtime	11	16	13	11	15	19
Promotion/Non-Selection	57	56	57	44	54	70
Reassignment						
Reassignment: Denied/Directed	4	2	4	4	5	5
Directed	16	7	3	3	5	11
Reasonable Accommodation Disability	55	47	32	56	109	111
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	8	3	2
Retirement*	3	3	4	0	0	0
Sex-Stereotyping	1	0	1	1	0	3
Telework	20	8	4	3	14	31
Termination	27	22	26	30	57	54
Terms/Conditions of Employment*	59	43	56	0	0	0
Time and Attendance	62	40	48	62	72	93
Training	7	13	12	6	12	27
Other Terms/Conditions of Employment*	0	0	0	0	136	176
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					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	169.46	154.77	149.82	146.9	157.61	169.56
Average number of days in final action	33.16	40.35	28.39	35.88	38.97	43.94
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	172.25	158.81	148.56	148.07	159.02	171.59
Average number of days in final action	29.59	37.77	22.51	28.66	39.59	29.91
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	170.78	151.1	139.47	149.13	162.58	169.98
Average number of days in final action	40.45	43.93	39.99	45.38	49.12	52.02

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Part 5 Complaints Dismissed by Agency	53	35	43	73	56	70
Average days pending prior to dismissal	55.92	40.06	32.84	28.03	25.68	52.03
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	30	39	39	19	29	27

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	11		5		3		7		4		7	
Without Hearing	1	9	4	80	2	67	5	71	4	100	7	100
With Hearing	10	91	1	20	1	33	2	29	0	0	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019		2020		2021		2022		2023			
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	11		5		3		7		4		7	
Race	7	63.64	2	40.00	2	66.67	0	0.00	0	0.00	0	0.00
Color	2	18.18	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	33.33	1	14.29	0	0.00	0	0.00
Reprisal	7	63.64	1	20.00	1	33.33	2	28.57	2	50.00	4	57.14
Sex	2	18.18	1	20.00	1	33.33	1	14.29	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	2	40.00	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	3	27.27	0	0.00	0	0.00	1	14.29	0	0.00	2	28.57
Disability	4	36.36	3	60.00	3	100.00	4	57.14	4	100.00	5	71.43
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	1	20.00	1	33.33	0	0.00	0	0.00	0	0.00

Findings After Hearing	10		1		1		2		0		0	
Race	7	70.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	2	20.00	1	100.00	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	6	60.00	0	0.00	1	100.00	1	50.00	0	0.00	0	0.00
Sex	2	20.00	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	0	0.00	1	100.00	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	3	30.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	4	40.00	0	0.00	1	100.00	1	50.00	0	0.00	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
Finding Without Hearing												
	1		4		2		5		4		7	
Race	0	0.00	1	25.00	2	100.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	50.00	1	20.00	0	0.00	0	0.00
Reprisal	1	100.00	1	25.00	0	0.00	1	20.00	2	50.00	4	57.14
Sex	0	0.00	1	25.00	1	50.00	1	20.00	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	1	25.00	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	1	20.00	0	0.00	2	28.57
Disability	0	0.00	3	75.00	2	100.00	3	60.00	4	100.00	5	71.43
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	1	25.00	1	50.00	0	0.00	0	0.00	0	0.00

Findings Without Hearing	1		4		2		5		4		7	
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	0	0	1	14
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	0	0	1	20	0	0	0	0
Non-Sexual	0	0	2	50	0	0	0	0	0	0	2	29
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	1	14
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	0	0	2	50	1	50	3	60	2	50	4	57
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	1	25	0	0	0	0	0	0	0	0
Termination	0	0	1	25	0	0	1	20	2	50	1	14
Terms/Conditions of Employment*	1	100	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	50	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	20	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					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	329	267	183	144	118	158
Total Complainants	312	235	167	125	113	150
Number complaints pending						
Investigation	0	0	1	0	1	4
ROI issued, pending Complainant's action	0	0	0	0	3	2
Hearing	300	240	173	128	70	103
Final Agency Action	30	26	10	17	13	15
Appeal with EEOC Office of Federal Operations	1233	1226	1224	1217	91	116

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	7	1