

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Department of the Treasury (Aggregate)

For 3rd Quarter 2025 for period ending June 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"

| Part 1 Complaint Activity | | | | | | |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 (thru 06-30) |
| Number of Complaints Filed | 336 | 318 | 370 | 452 | 551 | 374 |
| Number of Complainants | 318 | 281 | 330 | 410 | 496 | 344 |
| Repeat Filers | 13 | 27 | 31 | 36 | 43 | 27 |

| Part 2 Complaints by Basis | | | | | | |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 (thru 06-30) |
| Race | 138 | 151 | 145 | 155 | 193 | 107 |
| Color | 51 | 61 | 60 | 81 | 86 | 44 |
| Religion | 19 | 24 | 40 | 25 | 30 | 18 |
| Reprisal | 195 | 200 | 222 | 260 | 291 | 182 |
| Sex | 108 | 98 | 114 | 148 | 181 | 101 |
| PDA | 0 | 1 | 7 | 5 | 6 | 6 |
| National Origin | 42 | 37 | 29 | 37 | 53 | 39 |
| Equal Pay Act | 1 | 0 | 2 | 1 | 3 | 0 |
| Age | 105 | 90 | 95 | 118 | 158 | 89 |
| Disability | 140 | 123 | 168 | 242 | 241 | 194 |
| Genetics | 5 | 4 | 9 | 4 | 7 | 1 |
| Non-EEO | 18 | 31 | 42 | 29 | 21 | 10 |

| Part 3 Complaints By Issue | | | | | | |
|---|---------|---------|---------|---------|---------|----------------------|
| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 (thru 06-30) |
| Appointment/Hire | 22 | 12 | 10 | 8 | 19 | 4 |
| 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 | 4 |
| Disciplinary Action: Removal | 9 | 2 | 1 | 6 | 8 | 4 |
| Disciplinary Action: Other Disciplinary Actions** | 0 | 0 | 0 | 25 | 35 | 14 |
| 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 | 54 |
| Examination/Test | 2 | 0 | 3 | 0 | 2 | 0 |
| Harassment: Non-Sexual | 153 | 141 | 143 | 211 | 257 | 162 |
| Harassment: Sexual | 9 | 3 | 1 | 4 | 13 | 7 |
| Medical Examination | 0 | 0 | 1 | 1 | 0 | 0 |
| Pay including overtime | 16 | 13 | 11 | 15 | 19 | 6 |
| Promotion/Non-Selection | 56 | 57 | 44 | 54 | 70 | 35 |
| Reassignment: Denied/Directed | 2 | 4 | 4 | 5 | 5 | 1 |
| Reassignment: Directed | 7 | 3 | 3 | 5 | 11 | 4 |
| Reasonable Accommodation | 47 | 32 | 56 | 109 | 111 | 105 |
| Reinstatement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 8 | 3 | 2 | 3 |
| Retirement* | 3 | 4 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 1 | 1 | 0 | 3 | 0 |
| Telework | 8 | 4 | 3 | 14 | 31 | 13 |
| Termination | 22 | 26 | 30 | 57 | 54 | 42 |
| Terms/Conditions of Employment* | 43 | 56 | 0 | 0 | 0 | 0 |
| Time and Attendance | 40 | 48 | 62 | 72 | 94 | 41 |
| Training | 13 | 12 | 6 | 12 | 28 | 11 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 136 | 176 | 76 |

| Part 4 Processing Time (Complaints Pending During FY) | | | | | | |
|---|---------|---------|---------|---------|---------|----------------------|
| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 (thru 06-30) |
| Average days in Investigation for all cases pending during FY | 154.77 | 149.82 | 146.9 | 157.61 | 169.3 | 175.96 |
| Average days in Final Action for all cases pending during FY | 40.35 | 28.39 | 35.88 | 38.97 | 43.94 | 42.85 |
| Average days in Investigation with | 158.81 | 148.56 | 148.07 | 159.02 | 171.59 | 177.09 |
| Average days in Final Action with | 37.77 | 22.51 | 28.66 | 39.59 | 29.91 | 36.82 |
| Average Days in Investigation without Hearing | 151.1 | 139.47 | 149.13 | 162.58 | 169.02 | 179.07 |
| Average Days in Final Action without Hearing | 43.93 | 39.99 | 45.38 | 49.12 | 52.02 | 47.63 |

| Part 5 Complaints Dismissed or Withdrawn | | | | | | |
|--|---------|---------|---------|---------|---------|----------------------|
| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 (thru 06-30) |
| Total Complaints Dismissed by | 35 | 43 | 73 | 56 | 70 | 69 |
| Average Days Pending Prior to Dismissal | 40.06 | 32.84 | 28.03 | 25.68 | 52.03 | 32.77 |
| Total Complaints Withdrawn by Complainants | 39 | 39 | 19 | 29 | 27 | 56 |

| 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 06-30) | FY 2025 % (thru 06-30) |
| Total Number | 5 | | 3 | | 7 | | 4 | | 7 | | 3 | |
| Findings Without Hearing | 4 | 80 | 2 | 67 | 5 | 71 | 4 | 100 | 7 | 100 | 2 | 67 |
| Findigs With | 1 | 20 | 1 | 33 | 2 | 29 | 0 | 0 | 0 | 0 | 1 | 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 06- 30) | FY 2025 % (thru 06- 30) |
|-----------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Total Number Findings | 5 | | 3 | | 7 | | 4 | | 7 | | 3 | |
| 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 | 2 | 66.67 |
| 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 | 2 | 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 06- 30) | FY 2025 % (thru 06- 30) |
| Findings After Hearing | 1 | | 1 | | 2 | | 0 | | 0 | | 1 | |
| 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 | 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 | 100.0 | 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 | 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 |

| 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 06- 30) | FY 2025 % (thru 06- 30) |
| Finding Without Hearing | 4 | | 2 | | 5 | | 4 | | 7 | | 2 | |
| 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 | 50.00 |
| 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 | 1 | 50.00 |
| 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 |

Part 8 Finding of Discrimination by Issue

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

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|---|
| 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 06-30) |
| Total complaints from previous Fiscal Years | 267 | 183 | 144 | 118 | 158 | 274 |
| Total Complainants | 235 | 167 | 125 | 113 | 150 | 254 |
| Complaints Pending Investigation | 0 | 1 | 0 | 1 | 4 | 8 |
| ROI issued, pending Complainant's | 0 | 0 | 0 | 3 | 2 | 10 |
| Complaints Pending in Hearing | 240 | 173 | 128 | 70 | 103 | 189 |
| Complaints Pending Final Agency | 26 | 10 | 17 | 13 | 15 | 36 |
| Complaints Pending Appeal with EEOC Office of Federal Operations | 1226 | 1224 | 1217 | 91 | 118 | 137 |

| Part 10 Complaint Investigations | | | | | | |
|---|---------|---------|---------|---------|---------|----------------------------|
| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 (thru 06-30) |
| Pending Complaints Where Investigations Exceed Required Time | 0 | 0 | 0 | 7 | 1 | 1 |