

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Department of the Treasury

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	394	401	367	447	395	97
Number of Complainants	372	373	348	411	363	96
Repeat Filers	16	23	18	32	28	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	Thru12-31
Race	176	155	170	177	151	37
Color	56	51	61	56	47	13
Religion	25	17	26	18	18	2
Reprisal	224	240	200	231	211	61
Sex	153	153	134	147	149	33
PDA	2	3	2	2	0	0
National Origin	48	43	42	54	47	13
Equal Pay Act	3	1	2	3	1	1

Age	126	126	114	102	118	33
Disability	140	155	141	177	152	44
Genetics	3	0	1	3	5	3
Non-EEO	26	30	20	27	34	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	23	27	33	18	25	10
Assignment of Duties	55	50	61	80	40	7
Awards	11	6	16	8	7	3
Conversion to Full Time/Perm Status	0	1	1	1	2	0
Disciplinary Action						
Demotion	6	5	4	6	2	0
Reprimand	17	19	16	23	17	2
Suspension	16	25	19	25	12	3
Removal	6	6	4	3	6	2
Other (DO NOT USE)	0	14	26	18	14	2
Duty Hours	14	10	11	19	13	0
Perf. Eval./ Appraisal	87	86	81	96	71	4
Examination/Test	0	0	1	0	0	1
Harassment						
Non-Sexual	171	183	151	189	160	42
Sexual	14	9	12	12	15	1
Medical Examination	4	1	4	2	0	0
Pay including overtime	10	6	16	13	11	1
Promotion/Non-Selection	86	66	72	68	57	15
Reassignment						

Denied	6	7	6	4	4	0
Directed	11	16	5	15	16	2
Reasonable Accommodation Disability	54	58	53	71	55	16
Reinstatement	1	2	1	0	0	0
Religious Accommodation	0	1	0	1	0	0
Retirement	3	5	3	3	3	0
Sex-Stereotyping	0	4	3	1	1	0
Telework	0	11	14	11	20	2
Termination	16	28	28	40	27	6
Terms/Conditions of Employment	82	61	62	78	59	14
Time and Attendance	65	61	58	63	62	8
Training	25	20	17	22	7	4
Other						
Equal Pay Act (DO NOT USE)	0	2	5	0	0	1
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	206.70	203.10	187.25	167.62	169.46	163.46
Average number of days in final action	32.91	39.20	33.86	36.08	33.16	31.65
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	210.54	210.16	191.22	167.55	172.25	177.71

Average number of days in final action	20.29	27.55	23.83	27.46	29.59	27.19						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	198.92	200.68	186.39	172.42	170.78	154.43						
Average number of days in final action	44.27	51.14	45.56	47.04	40.45	45.29						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2020 Thru12-31						
	2015	2016	2017	2018	2019							
Total Complaints Dismissed by Agency	55	58	47	51	53	10						
Average days pending prior to dismissal	47.8	30.69	52.47	125.86	55.92	14.5						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	22	32	21	23	30	10						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 Thru12-31	
	2015	2016	2017	2018	2019							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	8	13	7	11	2						
Without Hearing	0	6	12	6	1	1	50					
With Hearing	0	2	1	1	10	1	50					
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020 Thru12-31	
	2015	2016	2017	2018	2019							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4	8	8	5	11	2						

Race	1	25	1	13	1	13	1	20	7	64	2	100
Color	0	0	1	13	1	13	1	20	2	18	2	100
Religion	0	0	1	13	0	0	0	0	0	0	0	0
Reprisal	2	50	2	25	5	63	2	40	7	64	1	50
Sex	0	0	2	25	4	50	0	0	2	18	0	0
PDA	0	0	0	0	1	13	0	0	0	0	0	0
National Origin	0	0	1	13	0	0	0	0	0	0	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	13	0	0	0	0	3	27	0	0
Disability	3	75	3	38	6	75	4	80	4	36	1	50
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
Findings After Hearing	0		2		1		1		10		1	
Race	0	0	1	50	0	0	0	0	7	70	1	100
Color	0	0	1	50	0	0	0	0	2	20	1	100
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	1	100	6	60	0	0
Sex	0	0	0	0	0	0	0	0	2	20	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	50	0	0	0	0	3	30	0	0
Disability	0	0	1	50	1	100	0	0	4	40	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
Findings Without Hearing	4		6		7		4		1		1	

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	378	416	411	391	329	497
Total Complainants	322	348	354	344	312	444
Number complaints pending						
Investigation	3	4	1	1	0	68
ROI issued, pending Complainant's action	0	0	0	0	0	26
Hearing	359	405	401	382	300	381
Final Agency Action	13	11	9	8	30	23
Appeal with EEOC Office of Federal Operations	288	1175	1191	1187	1233	1253
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	18	6	3	0	0	0