

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

For 4th Quarter 2020 for period ending September 30, 2020

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	396	409	372	449	397	336
Number of Complainants	374	380	351	412	363	318
Repeat Filers	16	23	18	32	28	13
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	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>						
Race	176	155	170	177	151	138
Color	56	51	61	56	47	51
Religion	25	17	26	18	18	19
Reprisal	224	240	200	231	211	195
Sex	153	153	134	147	149	108

PDA	2	3	2	2	0	0
National Origin	48	43	42	54	47	42
Equal Pay Act	3	1	2	3	1	1
Age	126	126	114	102	118	105
Disability	140	155	141	177	152	140
Genetics	3	0	1	3	5	5
Non-EEO	26	30	20	27	34	18
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
<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	22
Assignment of Duties	55	50	61	80	40	26
Awards	11	6	16	8	7	7
Conversion to Full Time/Perm Status	0	1	1	1	2	1
Disciplinary Action						
Demotion	6	5	4	6	2	1
Reprimand	17	19	16	23	17	21
Suspension	16	25	19	25	12	11
Removal	6	6	4	3	6	9
Other (DO NOT USE)	0	14	26	18	14	0
Duty Hours	14	10	11	19	13	4
Perf. Eval./ Appraisal	87	86	81	96	71	50
Examination/Test	0	0	1	0	0	2
Harassment						
Non-Sexual	171	183	151	189	160	153
Sexual	14	9	12	12	15	9

Medical Examination	4	1	4	2	0	0
Pay including overtime	10	6	16	13	11	16
Promotion/Non-Selection	86	66	72	68	57	56
Reassignment						
Denied	6	7	6	4	4	2
Directed	11	16	5	15	16	7
Reasonable Accommodation Disability	54	58	53	71	55	47
Reinstatement	1	2	1	0	0	0
Religious Accommodation	0	1	0	1	0	0
Retirement	3	5	3	3	3	3
Sex-Stereotyping	0	4	3	1	1	0
Telework	0	11	14	11	20	8
Termination	16	28	28	40	27	22
Terms/Conditions of Employment	82	61	62	78	59	43
Time and Attendance	65	61	58	63	62	40
Training	25	20	17	22	7	13
Other						
Equal Pay Act (DO NOT USE)	0	2	5	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	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	154.77

Average number of days in final action	32.91	39.20	33.86	36.08	33.16	40.35						
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	158.81						
Average number of days in final action	20.29	27.55	23.83	27.46	29.59	37.77						
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	151.10						
Average number of days in final action	44.27	51.14	45.56	47.04	40.45	43.93						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2020Thru09-30						
	2015	2016	2017	2018	2019							
Total Complaints Dismissed by Agency	55	58	47	51	53	35						
Average days pending prior to dismissal	47.8	30.69	52.47	125.86	55.92	40.06						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	22	32	21	23	30	39						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020Thru09-30	
	2015	2016	2017	2018	2019							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		8		13		7		11		5	
Without Hearing	0	0	6	75	12	92	6	86	1	9	4	80
With Hearing	0	0	2	25	1	8	1	14	10	91	1	20

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		4	
Race	1	25	0	0	1	14	1	25	0	0	1	25
Color	0	0	0	0	1	14	1	25	0	0	1	25
Religion	0	0	1	17	0	0	0	0	0	0	0	0
Reprisal	2	50	2	33	4	57	1	25	1	100	1	25
Sex	0	0	2	33	4	57	0	0	0	0	1	25
PDA	0	0	0	0	1	14	0	0	0	0	0	0
National Origin	0	0	1	17	0	0	0	0	0	0	1	25
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	3	75	2	33	5	71	4	100	0	0	3	75
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	1	25
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru09-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		8		8		5		11		5	
Appointment/Hire	0	0	1	13	0	0	0	0	1	9	0	0
Assignment of Duties	0	0	1	13	0	0	0	0	1	9	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												

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
Findings After Hearing	0		2		1		1		10		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	10	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	10	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	1	10	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	100	4	40	1	100
Sexual	0	0	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	1	50	0	0	0	0	5	50	0	0
Reassignment												

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												
Non-Sexual	3	75	1	17	2	29	0	0	0	0	2	50
Sexual	0	0	2	33	2	29	0	0	0	0	0	0
Medical Examination	1	25	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	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	0	0	0	0	5	71	3	75	0	0	2	50
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	0	0	0	0	1	25
Termination	0	0	0	0	1	14	0	0	0	0	1	25
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	100	0	0
Time and Attendance	1	25	1	17	0	0	1	25	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020Thru09-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	378	416	411	391	329	267						
Total Complainants	322	348	354	344	312	235						
Number complaints pending												
Investigation	3	4	1	1	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	359	405	401	382	300	240						
Final Agency Action	13	11	9	8	30	26						
Complaint Investigations	Comparative Data						2020Thru09-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	18	6	3	0	0	0						