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

Department of the Treasury

For 4th Quarter 2018 for period ending September 30, 2018

		Comparative Data												
Complaint Activity	Pı	reviou	s Fisca	l Year	Data		018Thru09-30							
	2013	2014	201	5 201	16 20		018111109-30							
Number of Complaints Filed	392	357	394	40	1 36	57	447							
Number of Complainants	369	330	372	2 37	3 34	8	411							
Repeat Filers	19	21	16	23	3 1	8	32							
				Com	parati	ve Dat	a							
Complaints by Basis		Pre	vious 1	Fiscal `	Year D	ata								
Note: Complaints can be filed alleging multiple bases.The sun the bases may not equal total complaints filed.	n of	2013	2014	2015	2016	2017	2018Thru09- 30							
Race		149	161	176	155	170	177							
Color		25	35	56	51	61	56							
Religion		15	14	25	17	26	18							
Reprisal		200	206	224	240	200	231							
Sex		102	121	153	153	134	147							
PDA		0	1	2	3	2	2							
National Origin	National Origin		35	48	43	42	54							

This report is based on the Complaint Against hierarchy.

Equal Pay Act	2	1	3	1	2	3
Age	88	119	126	126	114	102
Disability	141	94	140	155	141	177
Genetics	0	0	3	0	1	3
Non-EEO	18	16	26	30	20	27
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru09- 30
Appointment/Hire	19	21	23	27	33	18
Assignment of Duties	54	48	55	50	61	80
Awards	11	7	11	6	16	8
Conversion to Full Time/Perm Status	1	1	0	1	1	1
Disciplinary Action						
Demotion	4	2	6	5	4	6
Reprimand	18	8	17	19	16	23
Suspension	13	18	16	25	19	25
Removal	6	6	6	6	4	3
Other	0	0	0	14	26	18
Duty Hours	5	12	14	10	11	19
Perf. Eval./ Appraisal	68	88	87	86	81	96
Examination/Test	2	0	0	0	1	0
Harassment						
Non-Sexual	178	154	171	183	151	189
Sexual	9	13	14	9	12	12
Medical Examination	1	0	4	1	4	2
Pay including overtime	8	9	10	6	16	13

motion/Non-Selection					1	
	7	5	6	7	6	4
	11	14	11	16	5	15
1	52	24	54	58	53	71
instatement					1	0
ligious Accommodation				1	0	1
rement					3	3
x-Stereotyping					3	1
lework					14	11
mination					28	40
yment	107	69	82	61	62	78
	45	53	65	61	58	63
	25	12 25		20	17	22
						·
n	0	0	0	2	5	0
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0
		Con	npar	ative	Data	<u>.</u>
I	Previous	Fiscal	Yea	r Data	a	2018Thru09-
2013	2014	2015	2	016	2017	30
fiscal yea	r		1			1
245.29	297.64	206.7	0 20	3.10	187.25	167.62
Average number of days in final action51.39				9.20	33.86	36.08
	I 2013 fiscal yea 245.29	$ \begin{array}{c c c c } & 11 \\ & 52 \\ & 3 \\ & 0 \\ & 0 \\ & 3 \\ & 0 \\ & 3 \\ & 0 \\ & 0 \\ & 0 \\ & 28 \\ & 0 \\ & 28 \\ & 0 \\ & 28 \\ & 0 \\ & 28 \\ & 0 \\ & 28 \\ & 0 \\ & 28 \\ & 28 \\ & 0 \\ & 28 \\ & 28 \\ & 28 \\ & 0 \\ & 28 \\ & 28 \\ & 0 \\ & 28 \\ & 0 \\ & 28 \\ & 28 \\ & 0 \\ & 28 \\ & 0 \\ & 28 \\ & 28 \\ & 28 \\ & 0 \\ & 0 \\ & 28 \\ & 0 \\ $	$ \begin{array}{c c c c c } & 11 & 14 \\ \hline & 52 & 24 \\ \hline & 3 & 0 \\ \hline & 0 & 0 \\ \hline & 28 & 20 \\ \hline & 0 & 0 \\ \hline & 28 & 20 \\ \hline & 0 & 0 \\ \hline & 28 & 20 \\ \hline & 107 & 69 \\ \hline & 45 & 53 \\ \hline & 25 & 12 \\ \hline & 0 & 0 \\ \hline & 107 & 69 \\ \hline & 28 & 20 \\ \hline & 0 & 0 \\ \hline & 107 & 69 \\ \hline & 107 & 69 \\ \hline & 0 & 0 \\ \hline & 107 & 69 \\ \hline & 0 & 0 \\ \hline & 107 & 69 \\ \hline & 0 & 0 \\ \hline & 0 &$	$ \begin{array}{c c c c c c } & 11 & 14 & 11 \\ \hline 1 & 52 & 24 & 54 \\ \hline 52 & 24 & 54 \\ \hline 3 & 0 & 1 \\ \hline 0 & 0 & 0 \\ \hline 107 & 69 & 82 \\ \hline 100 & 0 & 0 \\ \hline 100 & 0 \\ \hline 100$	$ \begin{array}{c c c c c c c } & 11 & 14 & 11 & 16 \\ \hline 1 & 52 & 24 & 54 & 58 \\ \hline 5 & 3 & 0 & 1 & 2 \\ \hline 0 & 0 & 0 & 1 & 2 \\ \hline 0 & 0 & 0 & 1 & 2 \\ \hline 0 & 0 & 0 & 0 & 1 \\ \hline 0 & 0 & 0 & 0 & 4 \\ \hline 0 & 0 & 0 & 0 & 11 \\ \hline 0 & 0 & 0 & 0 & 11 \\ \hline 0 & 0 & 0 & 0 & 11 \\ \hline 0 & 0 & 0 & 0 & 11 \\ \hline 0 & 0 & 0 & 0 & 11 \\ \hline 0 & 0 & 0 & 0 & 0 \\ \hline 0 & 0 & 0 & 0 & 0 \\ \hline 0 & 0 & 0 & 0 & 0 \\ \hline 0 & 0 & 0 & 0 & 0 \\ \hline 0 & 0 & 0 & 0 & 0 \\ \hline 0 & 0 & 0 & 0 & 0 \\ \hline 1 & 0 & 0 & 0 \\ \hline 1 & 0 & 0 & 0$	11 14 11 16 5 52 24 54 58 53 3 0 1 2 1 0 0 0 1 2 1 0 0 0 1 2 1 0 0 0 1 0 3 3 5 3 0 0 0 0 1 14 3 0 0 0 0 11 14 10 0 0 11 14 10 0 0 11 14 107 69 82 61 62 107 69 82 61 58 0 0 0 0 0 0 0 107 69 82 61 58 53 65 61 58 0 0 0 0 0 0

Average number of days in investigation	242.0	04	304	4.79	2	10.:	54	210	.16	191	.22	16	57.55	
Average number of days in final action	6.54	4	21.27		2	20.29		27.55		23.83		2	7.46	
Complaint pending during fis	cal y	ear	where hearing was not requested											
Average number of days in investigation	252.8	83	284	4.95	19	98.9	92	200	0.68	186	5.39	17	72.42	
Average number of days in final action	104.3	86	45	5.58	4	4.2	27	51.	.14	45	.56	4	7.04	
			Comparative Data											
Complaints Dismissed by Agency	y		Pı	revi	ous	Fis	scal	Yea	ar D	ata		2018	Chru09-	
rigency		20	13	20)14	2	2015	2	016	20	17		30	
Total Complaints Dismissed I Agency	by	3	4	4 49			55		58	4	7		51	
Average days pending prior to dismissal	0	8	88		5.92	, 2	47.8	3	0.69	52	.47	12	25.86	
Comple	aints	Wi	ithd	lrav	n b	n by Con			inar	nts				
Total Complaints Withdrawn Complainants	by	3	0	4	8		22		32	2	21	23		
						(Com	pai	rativ	e Da	ata			
Total Final Agency Action	s		Pr	evio	ous]	Fis	cal Y	Yea	r Da	ata		2018	Fhru09-	
Finding Discrimination		201	3	201	4	20)15	20)16	20	17		30	
	#	# %		#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0	0		1		0		8		13		7		
Without Hearing	0	0 0		0	0	0	0	6	75	12	92	6	86	
With Hearing	0) (0	1 1	00	0	0	2	25	1	8	1	14	

Findings of Discrimination					0	Com	par	ativ	e D	Data		
Rendered by Basis		P	rev	ious	Fis	cal Y	Yea	r Da	ata		2018	3Thru09-
Note: Complaints can be filed	20)13	2	014	20)15	20)16	2	017	-	30
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		4		8		8		5	
Race	0	0	3	100	1	25	1	13	1	13	1	20
Color	0	0	0	0	0	0	1	13	1	13	1	20
Religion	0	0	1	33	0	0	1	13	0	0	0	0
Reprisal	0	0	1	33	2	50	2	25	5	63	2	40
Sex	0	0	1	33	0	0	2	25	4	50	0	0
PDA	0	0	0	0	0	0	0	0	1	13	0	0
National Origin	0	0	0	0	0	0	1	13	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	1	13	0	0	0	0
Disability	0	0	2	67	3	75	3	38	6	75	4	80
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		1		0		2		1		1	
Race	0	0	1	100	0	0	1	50	0	0	0	0
Color	0	0	0	0	0	0	1	50	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	1	100
Sex	0	0	1	100	0	0	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	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Race	0	0	2	100	1	25	0	0	1	14	1	25
Race	0	0	2	100	1	25	0	0	1	14	1	25
Color	0	0	0	0	0	0	0	0	1	14	1	25
Religion	0	0	1	50	0	0	1	17	0	0	0	0
Reprisal	0	0	1	50	2	50	2	33	4	57	1	25
Sex	0	0	0	0	0	0	2	33	4	57	0	0
PDA	0	0	0	0	0	0	0	0	1	14	0	0
National Origin	0	0	0	0	0	0	1	17	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	50	0	0	0	0	0	0	0	0
Disability	0	0	2	100	3	75	2	33	5	71	4	100
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
			<u> </u>		C	lomj	par	ativ	e D	ata		
Findings of Discrimination		Р	revi	ious l	Fisc	al Y	Zea:	r Da	ita		2018	Thru09
Rendered by Issue	20	13	20)14	20	15	20	16	20)17		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		4		8		8		5	
Appointment/Hire	0	0	0	0	0	0	1	13	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	13	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm	0	0	0	0	0	0	0	0	0	0	0	0

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	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	1	33	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	0	0	1	33	3	75	1	13	2	25	1	20
Sexual	0	0	1	33	0	0	2	25	2	25	0	0
Medical Examination	0	0	0	0	1	25	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	1	13	0	0	0	0
Reassignment		<u>.</u>		-		<u>.</u>		<u>.</u>				
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	0	0	1	13	5	63	3	60
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	0	0
Termination	0	0	0	0	0	0	0	0	1	13	0	0
Terms/Conditions of Employment	0	0	1	33	0	0	0	0	1	13	0	0
Time and Attendance	0	0	0	0	1	25	1	13	0	0	1	20
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Define												
Equal Pay Act Violation	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		1		0		2		1		1	
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	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	0	0	1	100	0	0	0	0	0	0	1	100
Sexual	0	0	1	100	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	0	0	1	50	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	0	0	1	50	0	0	0	0
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	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	100	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						<u>.</u>		-			-	·
Equal Pay Act Violation	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
	1								1			
Findings Without Hearing	0		2		4		6		7		4	
Appointment/Hire	0	0	0	0	0	0	1	17	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	17	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	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	1	50	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	0	0	0	0	3	75	1	17	2	29	0	0
Sexual	0	0	0	0	0	0	2	33	2	29	0	0
Medical Examination	0	0	0	0	1	25	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												1
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	0	0	0	0	5	71	3	75
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	0	0
Termination	0	0	0	0	0	0	0	0	1	14	0	0
Terms/Conditions of Employment	0	0	1	50	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	25	1	17	0	0	1	25
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define		-				-		-	-			
Equal Pay Act Violation	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 Stat			Pre	eviou	ıs I	Fisca	al Y	<i>l</i> ear	Da	ata	2018	3Thru09-
The first of the first of the	ub	2	2013	20	14	201	5	2010	5	2017		30
Total complaints from previous Fiscal Years			544	32	.4	37	8	416		411		391
Total Complainants			477	28	7	32	2	348		354		344
Number complaints pending												
Investigation			19	3		3		4		1		1
ROI issued, pending Complainant's action			1	7	,	0		0		0		0
Hearing			225	30	0	35	9	405		401		382
Final Agency Action			16	13	3	13	3	11		9		8
				<u> </u>		Co	om	para	tiv	ve Dat	a	
Complaint Investigations		Previous Fiscal Year Data 2018Thru0								3Thru09-		
		2	2013	20	14	201	5	201	5	2017		30
Pending Complaints Where Investigations Exceed Required Time Frames			60	4		18	3	6		3	-	0