

# 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

\*\*This report is based on the Complaint Against hierarchy.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	392	357	394	401	367	447
Number of Complainants	369	330	372	373	348	411
Repeat Filers	19	21	16	23	18	32

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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	23	35	48	43	42	54

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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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

Promotion/Non-Selection	52	58	86	66	72	68
<b>Reassignment</b>						
Denied	7	5	6	7	6	4
Directed	11	14	11	16	5	15
Reasonable Accommodation Disability	52	24	54	58	53	71
Reinstatement	3	0	1	2	1	0
Religious Accommodation	0	0	0	1	0	1
Retirement	3	3	3	5	3	3
Sex-Stereotyping	0	0	0	4	3	1
Telework	0	0	0	11	14	11
Termination	28	20	16	28	28	40
Terms/Conditions of Employment	107	69	82	61	62	78
Time and Attendance	45	53	65	61	58	63
Training	25	12	25	20	17	22
<b>Other</b>						
Equal Pay Act Violation	0	0	0	2	5	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Complaints pending during fiscal year						
Average number of days in investigation	245.29	297.64	206.70	203.10	187.25	167.62
Average number of days in final action	51.39	32.37	32.91	39.20	33.86	36.08
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	242.04	304.79	210.54	210.16	191.22	167.55						
Average number of days in final action	6.54	21.27	20.29	27.55	23.83	27.46						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	252.83	284.95	198.92	200.68	186.39	172.42						
Average number of days in final action	104.86	45.58	44.27	51.14	45.56	47.04						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total Complaints Dismissed by Agency	34	49	55	58	47						51	
Average days pending prior to dismissal	88	115.92	47.8	30.69	52.47						125.86	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	30	48	22	32	21						23	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	0		1		0		8		13		7	
Without Hearing	0	0	0	0	0	0	6	75	12	92	6	86
With Hearing	0	0	1	100	0	0	2	25	1	8	1	14



Age	0	0	0	0	0	0	1	50	0	0	0	0
Disability	0	0	0	0	0	0	1	50	1	100	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
<b>Findings Without Hearing</b>	0		2		4		6		7		4	
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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	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 Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												











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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total complaints from previous Fiscal Years	544	324	378	416	411							391
Total Complainants	477	287	322	348	354							344
<b>Number complaints pending</b>												
Investigation	19	3	3	4	1							1
ROI issued, pending Complainant's action	1	7	0	0	0							0
Hearing	225	300	359	405	401							382
Final Agency Action	16	13	13	11	9							8
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	60	4	18	6	3							0