

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

Department of the Treasury

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	357	394	401	367	447	397
Number of Complainants	330	372	373	348	411	363
Repeat Filers	21	16	23	18	32	28
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	161	176	155	170	177	150
Color	35	56	51	61	56	47
Religion	14	25	17	26	18	18
Reprisal	206	224	240	200	231	211
Sex	121	153	153	134	147	149
PDA	1	2	3	2	2	0
National Origin	35	48	43	42	54	47
Equal Pay Act	1	3	1	2	3	1

Age	119	126	126	114	102	118
Disability	94	140	155	141	177	151
Genetics	0	3	0	1	3	5
Non-EEO	16	26	30	20	27	33
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	21	23	27	33	18	25
Assignment of Duties	48	55	50	61	80	40
Awards	7	11	6	16	8	7
Conversion to Full Time/Perm Status	1	0	1	1	1	2
Disciplinary Action						
Demotion	2	6	5	4	6	2
Reprimand	8	17	19	16	23	17
Suspension	18	16	25	19	25	12
Removal	6	6	6	4	3	6
Other	0	0	14	26	18	14
Duty Hours	12	14	10	11	19	13
Perf. Eval./ Appraisal	88	87	86	81	96	71
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	154	171	183	151	189	160
Sexual	13	14	9	12	12	15
Medical Examination	0	4	1	4	2	0
Pay including overtime	9	10	6	16	13	11
Promotion/Non-Selection	58	86	66	72	68	57
Reassignment						

Denied	5	6	7	6	4	4
Directed	14	11	16	5	15	16
Reasonable Accommodation Disability	24	54	58	53	71	55
Reinstatement	0	1	2	1	0	0
Religious Accommodation	0	0	1	0	1	0
Retirement	3	3	5	3	3	3
Sex-Stereotyping	0	0	4	3	1	1
Telework	0	0	11	14	11	20
Termination	20	16	28	28	40	27
Terms/Conditions of Employment	69	82	61	62	78	59
Time and Attendance	53	65	61	58	63	62
Training	12	25	20	17	22	7
Other						
Equal Pay Act Violation	0	0	2	5	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					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	297.64	206.70	203.10	187.25	167.62	169.46
Average number of days in final action	32.37	32.91	39.20	33.86	36.08	33.16
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	304.79	210.54	210.16	191.22	167.55	172.25
Average number of days in final action	21.27	20.29	27.55	23.83	27.46	29.59

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	284.95	198.92	200.68	186.39	172.42	170.78						
Average number of days in final action	45.58	44.27	51.14	45.56	47.04	40.45						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 09-30	
	2014	2015	2016	2017	2018							
Total Complaints Dismissed by Agency	49	55	58	47	51	53						
Average days pending prior to dismissal	115.92	47.8	30.69	52.47	125.86	55.92						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	48	22	32	21	23	30						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 09-30	
	2014	2015	2016	2017	2018							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		8		13		7		11	
Without Hearing	0	0	0	0	6	75	12	92	6	86	1	9
With Hearing	1	100	0	0	2	25	1	8	1	14	10	91
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 09-30	
	2014	2015	2016	2017	2018							
<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	3		4		8		8		5		11	
Race	3	100	1	25	1	13	1	13	1	20	7	64
Color	0	0	0	0	1	13	1	13	1	20	2	18

Religion	1	33	0	0	1	13	0	0	0	0	0	0
Reprisal	1	33	2	50	2	25	5	63	2	40	7	64
Sex	1	33	0	0	2	25	4	50	0	0	2	18
PDA	0	0	0	0	0	0	1	13	0	0	0	0
National Origin	0	0	0	0	1	13	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	1	13	0	0	0	0	3	27
Disability	2	67	3	75	3	38	6	75	4	80	4	36
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												
	1		0		2		1		1		10	
Race	1	100	0	0	1	50	0	0	0	0	7	70
Color	0	0	0	0	1	50	0	0	0	0	2	20
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	1	100	6	60
Sex	1	100	0	0	0	0	0	0	0	0	2	20
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
Age	0	0	0	0	1	50	0	0	0	0	3	30
Disability	0	0	0	0	1	50	1	100	0	0	4	40
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												
	2		4		6		7		4		1	
Race	2	100	1	25	0	0	1	14	1	25	0	0
Color	0	0	0	0	0	0	1	14	1	25	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	1	100	0	0	1	10
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												
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 Without Hearing	2		4		6		7		4		1	
Appointment/Hire	0	0	0	0	1	17	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	17	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	1	50	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	3	75	1	17	2	29	0	0	0	0
Sexual	0	0	0	0	2	33	2	29	0	0	0	0

Medical Examination	0	0	1	25	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	0	0	5	71	3	75	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	1	14	0	0	0	0
Terms/Conditions of Employment	1	50	0	0	0	0	0	0	0	0	1	100
Time and Attendance	0	0	1	25	1	17	0	0	1	25	0	0
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 Status	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	324	378	416	411	391	329
Total Complainants	287	322	348	354	344	312

Number complaints pending						
Investigation	3	3	4	1	1	0
ROI issued, pending Complainant's action	7	0	0	0	0	0
Hearing	300	359	405	401	382	299
Final Agency Action	13	13	11	9	8	31
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	4	18	6	3	0	0