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

U.S. Department of the Treasury

For 2nd Quarter 2019 for period ending March 31, 2019

This report is based on the Complaint Against hierarchy.

			Co	mpara	tive Da	ta
Complaint Activity	Pro	evious]	Fiscal Y	Year Da	ata	2019 Thru 03-31
	2014	2015	2016	2017	2018	2019 Thru 03-31
Number of Complaints Filed	357	394	401	367	447	182
Number of Complainants	333	374	380	351	412	177
Repeat Filers	21	16	23	18	32	5

Compleints by Desig		(Compa	rative	Data	
Complaints by Basis	Pre	vious l	Fiscal Y	Year D	ata	2019
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	Thru 03-31
Race	161	176	155	170	177	60
Color	35	56	51	61	56	16
Religion	14	25	17	26	18	3
Reprisal	206	224	240	200	231	98
Sex	121	153	153	134	147	63
PDA	1	2	3	2	2	0
National Origin	35	48	43	42	54	21

Equal Pay Act	1	3	1	2	3	0
Age	119	126	126	114	102	44
Disability	94	140	155	141	177	60
Genetics	0	3	0	1	3	1
Non-EEO	16	26	30	20	27	12
Complete to be I am		(Compa	rative	Data	
Complaints by Issue	Pre	vious]	Fiscal `	Year D	ata	2010
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019 Thru 03-31
Appointment/Hire	21	23	27	33	18	9
Assignment of Duties	48	55	50	61	80	27
Awards	7	11	6	16	8	5
Conversion to Full Time/Perm Status	1	0	1	1	1	0
Disciplinary Action						
Demotion	2	6	5	4	6	1
Reprimand	8	17	19	16	23	11
Suspension	18	16	25	19	25	5
Removal	6	6	6	4	3	2
Other	0	0	14	26	18	8
Duty Hours	12	14	10	11	19	9
Perf. Eval./ Appraisal	88	87	86	81	96	40
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	154	171	183	151	189	77
Sexual	13	14	9	12	12	5
Medical Examination	0	4	1	4	2	0
Pay including overtime	9	10	6	16	13	2
Promotion/Non-Selection	58	86	66	72	68	18

Reassignment										
Denied			5	6	7	6		1	0	
Directed			14	11	16	5	1	5	10	
Reasonable Accommodation D	isability		24	54	58	53	7	1	29	
Reinstatement			0	1	2	1	()	0	
Religious Accommodation				0	1	0	1		0	
Retirement			3	3	5	3	3	3	0	
Sex-Stereotyping			0	0	4	3	1		0	
Telework			0	0	11	14	1	1	7	
Termination			20	16	28	28	4	0	14	
Terms/Conditions of Employme	ent		69	82	61	62	7	8	25	
Time and Attendance			53	65	61	58	6	3	23	
Training			12	25	20	17	2	2	3	
Other										
Equal Pay Act Violation			0	0	2	5	()	0	
User Defined - Other 2			0	0	0	0	()	0	
User Defined - Other 3			0	0	0	0	()	0	
User Defined - Other 4			0	0	0	0	(0 0		
				Compa	arative	Data				
Processing Time	I	Prev	ious	Fiscal Y	ear Da	ta		20	19 Thru	
	2014	20)15	2016	2017	201	18		03-31	
Complaints pending during fisc	al year									
Average number of days in investigation	297.64	206	5.70	203.10	187.25	167.	.62		176.64	
Average number of days in final action	32.37	32	.91	39.20	33.86	36.0	08		31.65	
Complaint pending during fisca	ıl year wl	here	hear	ing was	requeste	ed				
Average number of days in investigation	304.79	210).54	210.16	191.22	167.	.55		183.69	

Average number of days in final action	21	.27	2	0.29)	27.	55	23	3.83		27.	46		27.7	'1
Complaint pending during fisca	al yea	ar v	vher	e he	ariı	ıg v	vas	not	req	uest	ed				
Average number of days in investigation	284	1.95	5 19	98.9	2 /	200	.68	18	186.39		172.42		1	73.0	09
Average number of days in final action	45	.58	4	4.27	,	51.	14	45	5.56	, 4	47.0	04		37.3	3
						C	om	para	ativ	e D	ata	ì			
Complaints Dismissed by Agency			Pr	evio	ous	Fis	cal	Yea	r D	ata	ı		201	9 T	hru
8		20)14	20	15	20	16	20	17	2	201	8	(03-31	
Total Complaints Dismissed by Agency	7	4	19	5	5	5	8	4	17	51				18	
Average days pending prior to dismissal		115	5.92	47	'.8	30	30.69		52.47		25.8	36	-	74.1	1
Complai	nts V	Vit	hdr	awn	n by Comp			lain	an	ts					
Total Complaints Withdrawn by Complainants			18	2	2	3	32	2	21		23			16	
						(Con	ıpar	ati	ve I	Dat	a			
Total Final Agency Action	S		P	rev	iou	s Fi	sca	l Ye	ar	Dat	ta		20	19 T	hru
Finding Discrimination		2	2014	2	015	5 2	201	6	201	17	20)18		03-3	31
		#	%	#	9/	ó #	ŧ 9	6	#	%	#	%	#		%
Total Number Findings		1		0		8	3	1	.3		7		3		
Without Hearing		0	0	0	C) (5 7	5 1	2	92	6	86	1		33
With Hearing		1	100	0	0) 2	2 2	5	1	8	1	14	2		67
Findings of Discrimination	n						Co	mpa	rat	ive	Da	ta			
Rendered by Basis	Basis Previous Fiscal Year Data 2019 Thru														
Note: Complaints can be filed			20	14	20)15	2	016	2	2017	7	20	18		nru 8-31
alleging multiple bases. The su the bases may not equal total complaints and findings.	m vj		#	%	#	%	#	%	#	9/	ó	#	%	#	%
Total Number Findings			3		4		8		8			5		2	
		T	3 1	00	1	25	1	13	1	1.		1	20	0	0

Color	0	0	0	0	1	13	1	13	1	20	0	0
Religion	1	33	0	0	1	13	0	0	0	0	0	0
Reprisal	1	33	2	50	2	25	5	63	2	40	1	50
Sex	1	33	0	0	2	25	4	50	0	0	0	0
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	0	0
Disability	2	67	3	75	3	38	6	75	4	80	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
		1		<u> </u>		ı					1	
indings After Hearing	1		0		2		1		1		2	
Race	1	100	0	0	1	50	0	0	0	0	0	0
Color	0	0	0	0	1	50	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	1	100	1	50
Sex	1	100	0	0	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
Age	0	0	0	0	1	50	0	0	0	0	0	0
Disability	0	0	0	0	1	50	1	100	0	0	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
	1											
Findings Without Hearing	2		4		6		7		4		0	
Race	2	100	1	25	0	0	1	14	1	25	0	0

Disability Genetics Non-EEO	1 2 0 0	50 100 0 0	0 3 0	0 75 0	0 2 0	0 33 0 0	0 5 0	0 71 0 0	0 4 0	0 100 0 0	0 0 0	0 0 0 0
•	2	100	3	75	2	33	5	71	4	100	0	0
Disability												
D' 1'''	1	50	0	0	0	0	0	0	0	0	0	0
Age												
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	17	0	0	0	0	0	0
PDA	0	0	0	0	0	0	1	14	0	0	0	0
Sex	0	0	0	0	2	33	4	57	0	0	0	0
Reprisal	1	50	2	50	2	33	4	57	1	25	0	0
Religion	1	50	0	0	1	17	0	0	0	0	0	0
Color	0	0	0	0	0	0	1	14	1	25	0	0

					C	omp	ara	ative	Da	ta		
Findings of Discrimination		P	revi	ious	Fis	scal	Yea	ar Da	ıta		2019	Thru
Rendered by Issue	2	014	20)15	20)16	2	017	2	018	03	3-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		4		8		8		5		2	
Appointment/Hire	0	0	0	0	1	13	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	13	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	33	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	1	33	3	75	1	13	2	25	1	20	1	50
Sexual	1	33	0	0	2	25	2	25	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	1	13	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	1	13	5	63	3	60	1	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	0	0
Termination	0	0	0	0	0	0	1	13	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	0	0	1	13	0	0	0	0
Time and Attendance	0	0	1	25	1	13	0	0	1	20	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 After Hearing	1		0		2		1		1		2	

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	1	100	0	0	0	0	0	0	1	100	1	50
Sexual	1	100	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	0	0	1	50	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	1	50	0	0	0	0	1	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	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	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												
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		0	
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	0	0
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
						Co	mp	arat	ive	Data		
Pending Complaints Filed in Pro Fiscal Years by Status	evio	us	P	revi	ous	Fis	cal	Year	· D	ata	2019	9 Thru
1 10001 1 carb by builds			201	4 2	015	5 20	016	201	7	2018	-	3-31
Total complaints from previous Fi Years	scal		324	1 3	378	4	-16	41	1	391		544

Total Complainants	287	322	348	354	344	492
Number complaints pending					'	
Investigation	3	3	4	1	1	15
ROI issued, pending Complainant's action	7	0	0	0	0	11
Hearing	300	359	405	401	382	489
Final Agency Action	13	13	11	9	8	27
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	Thru 03- 31
Pending Complaints Where Investigations Exceed Required Time	4	18	6	3	0	1