

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

Department of the Treasury

For 1st Quarter 2012 for period ending December 31, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	538	481	432	433	413	112
Number of Complainants	495	456	395	412	366	107
Repeat Filers	43	25	37	19	35	5

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	215	209	173	191	151	45
Color	34	28	25	27	20	13
Religion	19	26	11	18	21	2
Reprisal	202	203	197	207	185	49
Sex	159	178	150	130	120	33
National Origin	40	51	32	32	27	11
Equal Pay Act	2	4	4	2	0	0
Age	136	157	136	125	94	27
Disability	131	109	107	108	117	35
Non-EEO	20	37	28	22	25	6

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	22	20	22	17	11	2
Assignment of Duties	71	55	50	49	59	16
Awards	15	16	13	11	9	2
Conversion to Full-time	0	2	1	1	1	0
Disciplinary Action						
Demotion	8	5	1	0	5	1
Reprimand	15	20	19	20	19	7
Suspension	16	13	22	27	17	5
Removal	7	5	8	3	8	1
Other	14	23	14	13	6	5
Duty Hours	12	14	12	12	5	2
Evaluation Appraisal	89	85	72	76	86	21
Examination/Test	1	0	0	3	1	0
Harassment						
Non-Sexual	229	240	191	195	164	47
Sexual	21	21	14	13	16	1
Medical Examination	0	3	2	4	3	0
Pay (Including Overtime)	16	17	16	20	12	1
Promotion/Non-Selection	101	127	108	99	56	16
Reassignment						
Denied	8	8	7	11	11	2
Directed	8	16	9	11	6	5
Reasonable Accommodation	49	32	32	27	29	3
Reinstatement	5	2	0	1	3	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Retirement	4	6	3	3	3	0
Termination	27	42	23	57	53	11
Terms/Conditions of Employment	40	49	41	34	55	25
Time and Attendance	34	33	31	36	47	14
Training	26	24	19	31	34	6
Other	2	2	6	0	1	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	265.46	266.48	160.91	184.02	172.58	166.49
Average number of days in final action	111.46	101.71	145.15	34.18	35.69	22.95
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	254.29	269.47	27.89	181.05	174.53	161.79
Average number of days in final action	10.85	7.37	6.22	28.43	39.92	5.90
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	278.92	263.64	249.07	186.26	171.37	168.48
Average number of days in final action	189.77	173.33	243.68	38.42	31.46	41.89

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
Total Complaints Dismissed by Agency	76	66	71	55	46	14
Average days pending prior to dismissal	245	271	158	193	127	231
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	64	74	53	35	38	8

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12-31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10		6		7		8		3		0	
Without Hearing	4	40	1	17	5	71	4	50	1	33	0	0
With Hearing	6	60	5	83	2	29	4	50	2	67	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12-31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
<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	10		6		7		8		3		0	
Race	0	0	0	0	2	29	3	38	1	33	0	0
Color	0	0	0	0	1	14	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	60	2	33	3	43	2	25	1	33	0	0
Sex	1	10	0	0	2	29	2	25	0	0	0	0
National Origin	1	10	0	0	0	0	3	38	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2012 Thru 12-31		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2007		2008		2009		2010		2011		#	%	
	#	%	#	%	#	%	#	%	#	%			
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	17	0	0	0	0	0	0	0	0	0
Disability	2	20	3	50	1	14	1	13	1	33	0	0	0
Non-EEO	1	10	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing													
	6		5		2		4		2		0		
Race	0	0	0	0	0	0	2	50	1	50	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	4	67	2	40	2	100	0	0	1	50	0	0	0
Sex	1	17	0	0	0	0	1	25	0	0	0	0	0
National Origin	1	17	0	0	0	0	2	50	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	20	0	0	0	0	0	0	0	0	0
Disability	1	17	2	40	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing													
	3		1		5		4		0		0		
Race	0	0	0	0	2	40	1	25	0	0	0	0	0
Color	0	0	0	0	1	20	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	33	0	0	1	20	2	50	0	0	0	0	0
Sex	0	0	0	0	2	40	1	25	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	25	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12- 31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Harassment												
Non-Sexual	4	40	2	33	3	43	3	38	0	0	0	0
Sexual	0	0	0	0	1	14	1	13	0	0	0	0
Medical Examination	0	0	0	0	1	14	0	0	0	0	0	0
Pay (Including Overtime)	1	10	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	10	0	0	2	29	1	13	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	1	10	1	17	0	0	1	13	0	0	0	0
Reinstatement	0	0	1	17	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	2	25	0	0	0	0
Terms/Conditions of Employment	4	40	2	33	0	0	3	38	1	33	0	0
Time and Attendance	2	20	0	0	0	0	0	0	1	33	0	0
Training	0	0	0	0	0	0	1	13	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
	6		5		2		4		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	50	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12- 31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	50	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
Evaluation Appraisal	1	17	0	0	0	0	1	25	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	50	2	40	1	50	1	25	0	0	0	0
Sexual	0	0	0	0	1	50	1	25	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	17	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	17	0	0	0	0	1	25	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	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	1	20	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	2	50	0	0	0	0
Terms/Conditions of Employment	2	33	2	40	0	0	1	25	0	0	0	0
Time and Attendance	1	17	0	0	0	0	0	0	1	50	0	0
Training	0	0	0	0	0	0	1	25	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12- 31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	25	1	100	0	0	1	25	0	0	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	2	50	0	0	0	0	2	50	1	100	0	0
Time and Attendance	1	25	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 Defined	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					2012 Thru 12- 31
	2007	2008	2009	2010	2011	
Total complaints from previous Fiscal Years	958	918	627	582	570	559
Total Complainants	931	863	562	517	528	486
Number complaints pending						
Investigation	12	12	2	4	2	107
ROI issued, pending Complainant's action	1	7	3	0	0	13
Hearing	12	12	243	216	277	318
Final Agency Action	36	29	16	20	14	41

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12- 31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	59	61	36	18	17	23

Note: Data provided through Treasury's I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 1/6/12 for the current and past five fiscal years. Mixed cases are included in this report. OTS data is included in FY 2007- FY 2011. OTS merged with OCC in July 2011. CFPB cases are included in FY 2011– FY 2012 data.