

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

**Alcohol and Tobacco Tax and Trade Bureau (TTB)**

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

<b>Complaint Activity</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 12-31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Number of Complaints Filed	2	5	9	6	0	0
Number of Complainants	2	5	8	5	0	0
Repeat Filers	1	0	1	1	0	0

<b>Complaints by Basis</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 12-31</b>
<i><b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b></i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Race	2	2	5	4	0	0
Color	0	1	2	0	0	0
Religion	0	0	0	0	0	0
Reprisal	2	3	3	4	0	0
Sex	2	3	4	2	0	0
National Origin	0	0	0	3	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	3	3	6	0	0
Disability	0	0	1	2	0	0
Non-EEO	0	0	0	0	0	0

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	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	1	1	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	1	0	0	0
Suspension	0	1	0	2	0	0
Removal	0	0	1	0	0	0
Other	0	1	0	0	0	0
Duty Hours	1	1	0	1	0	0
Evaluation Appraisal	0	1	1	1	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	2	5	2	3	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	3	6	1	0	0
<b>Reassignment</b>						
Denied	0	0	0	1	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	1	0	0
Reinstatement	0	0	0	0	0	0

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	0	0	0	1	0	0
Termination	0	0	1	2	0	0
Terms/Conditions of Employment	0	0	1	0	0	0
Time and Attendance	1	1	0	0	0	0
Training	0	0	0	1	0	0
Other	1	0	0	0	0	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	174.00	275.25	197.90	118.20	144.00	0
Average number of days in final action	0	46.00	491.62	61.25	44.50	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	0	0	0	64.00	0
Average number of days in final action	0	0	2.00	0	25.00	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	348.00	440.40	247.38	147.75	224.00	0
Average number of days in final action	0	46.00	561.57	61.25	64.00	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	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	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	2	100	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	0	0	0	0	0	0	1	100	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	0	0	0	0	0	0	0	0	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>												
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	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			
	#	%	#	%	#	%	#	%	#	%	#	%
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	100	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	0	0	0	0	0	0	0	0	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 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	4	6	10	7	6	3
Total Complainants	4	5	9	7	6	3
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	1	0	0	0	0
Hearing	3	4	4	3	4	2
Final Agency Action	0	0	0	0	0	1

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 12- 31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	0	0	0	0

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.