

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

Department of the Treasury (TREAS)

For 4th Quarter 2015 for period ending September 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	433	414	406	392	357	395
Number of Complainants	412	359	370	369	330	373
Repeat Filers	19	35	36	19	19	16
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	2015 Thru 09-30
Race	192	153	164	149	161	175
Color	28	21	36	25	35	56
Religion	18	21	10	15	14	23
Reprisal	207	190	203	200	206	221
Sex	132	122	129	102	121	150
PDA	0	0	0	0	1	2
National Origin	32	28	43	23	35	48
Equal Pay Act	2	0	1	2	1	3

Age	126	103	108	88	119	125
Disability	108	120	145	141	94	139
Genetics	0	0	0	0	0	3
Non-EEO	22	25	19	18	16	26
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	18	12	16	19	21	23
Assignment of Duties	50	62	58	54	48	55
Awards	11	9	10	11	7	11
Conversion to Full-time	1	1	1	1	1	0
Disciplinary Action						
Demotion	0	5	5	4	2	6
Reprimand	20	20	18	18	8	16
Suspension	27	18	19	13	18	16
Removal	4	7	6	6	6	6
Other	14	10	23	22	16	24
Duty Hours	12	6	8	5	12	14
Evaluation Appraisal	78	88	88	68	88	85
Examination/Test	3	1	2	2	0	0
Harassment						
Non-Sexual	195	167	179	178	154	170
Sexual	13	16	8	9	13	14
Medical Examination	4	3	0	1	0	4
Pay (Including Overtime)	21	12	12	8	9	10
Promotion/Non-Selection	99	60	67	52	58	86
Reassignment						

Denied	11	11	7	7	5	6
Directed	12	7	18	11	14	11
Reasonable Accommodation	27	32	37	52	24	54
Reinstatement	1	3	1	3	0	1
Retirement	3	3	1	3	3	3
Termination	58	54	44	28	20	16
Terms/Conditions of Employment	36	57	91	107	69	82
Time and Attendance	37	48	51	45	53	64
Training	31	34	20	25	12	25
Other	0	1	6	3	1	7
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	184.34	170.66	210.69	245.29	297.64	206.70
Average number of days in final action	135.98	35.75	35.59	51.39	32.37	32.47
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	181.05	174.61	217.40	242.04	304.79	210.29
Average number of days in final action	7.69	6.16	5.32	6.54	21.27	19.75
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	187.37	161.58	198.62	252.83	284.95	199.54
Average number of days in final action	230.47	74.87	67.61	104.86	45.58	44.27
Complaints Dismissed by Agency	Comparative Data					2015
	Previous Fiscal Year Data					

Age	0	0	0	0	0	0	0	0	0	1	50	0	0
Disability	1	25	0	0	1	50	0	0	2	100	3	75	
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 of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data											2015 Thru 09- 30	
	2010		2011		2012		2013		2014				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	8		5		6		0		3		4		
Appointment/Hire	0	0	1	20	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	1	17	0	0	0	0	0	0	
Conversion to Full-time	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	1	20	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	1	33	0	0	
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	
Evaluation Appraisal	1	13	0	0	0	0	0	0	1	33	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment													
Non-Sexual	3	38	1	20	4	67	0	0	1	33	3	75	
Sexual	1	13	0	0	0	0	0	0	1	33	0	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	25	
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0	

Promotion/Non-Selection	1	13	1	20	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	1	13	0	0	1	17	0	0	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	2	25	0	0	1	17	0	0	0	0	0	0
Terms/Conditions of Employment	3	38	1	20	0	0	0	0	1	33	0	0
Time and Attendance	0	0	1	20	0	0	0	0	0	0	1	25
Training	1	13	0	0	1	17	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	4		4		1		0		1		0	
Appointment/Hire	0	0	1	25	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												
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	1	25	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
Evaluation Appraisal	1	25	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	25	1	25	0	0	0	0	1	100	0	0
Sexual	1	25	0	0	0	0	0	0	1	100	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	1	25	1	25	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	0	0	0	0	1	100	0	0	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	2	50	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	25	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	25	0	0	0	0	0	0	0	0
Training	1	25	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
Findings Without Hearing	4		1		5		0		2		4	
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	1	20	0	0	0	0	0	0
Conversion to Full-time	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	1	50	0	0

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	50	0	0	4	80	0	0	0	0	3	75
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	1	25
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	1	25	0	0	0	0	0	0	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	1	20	0	0	0	0	0	0
Terms/Conditions of Employment	2	50	1	100	0	0	0	0	1	50	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	25
Training	0	0	0	0	1	20	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						2015 Thru 09- 30					
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	583	556	540	544	324	376						
Total Complainants	517	514	469	477	287	321						
Number complaints pending												
Investigation	4	3	12	19	3	3						

ROI issued, pending Complainant's action	0	0	0	1	7	0
Hearing	213	199	193	225	300	359
Final Agency Action	25	21	26	16	13	11
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09- 30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	0	18	27	60	4	17