



**United States
Department of the Treasury**

**No FEAR Act Annual Report
Fiscal Year (FY) 2015**

**Prepared by the
Office of Civil Rights and Diversity**



Report Contents

Section I. Summary of District Court Cases (FY 2011 to FY 2015)

Section II. Analysis of Administrative Complaints

- **Examination of Trends and Causal Analysis**
- **Practical Knowledge Gained through Experience**
- **Actions Taken to Improve Agency Complaint or Civil Rights Program**

Attachment A: Administrative Equal Employment Opportunity (EEO) Complaint Data (FY 2011-FY 2015)

No FEAR Act Training Plan

United States Department of the Treasury
No FEAR Act Report
Fiscal Year (FY) 2015

Section I. Summary of District Court Cases (FY 2011 to FY 2015)

Data was provided by Treasury’s Legal Division, derived from reports submitted by each bureau. These charts show all cases and payments to the Judgment Fund in FY 2011 – FY 2015, regardless of when the case was filed. Since the charts show cases filed under multiple statutes, numbers will not total. The total number of cases settled, pending and adjudicated will not equal the total number filed due to cases filed prior to the five year reporting period.

1. *The number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201(a) in which discrimination on the part of the agency was alleged.*

	TOTAL FILED: 122 cases				
	FY 11	FY 12	FY 13	FY 14	FY 15
Title VII (race, color, religion, sex, national origin)	26	25	25	24	14
Age	9	6	11	11	6
Sex (Equal Pay Act)	14	0	0	0	0
Disability (Section 501 of the Rehabilitation Act of 1973)	7	9	12	5	5
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	0	0

2. *The status or disposition of cases described in paragraph (1).*

	TOTAL SETTLED: 39 cases				
	FY 11	FY 12	FY 13	FY 14	FY 15
Title VII (race, color, religion, sex, national origin)	10	5	6	8	5
Age	3	2	1	3	0
Sex (Equal Pay Act)	4	0	0	0	0
Disability (Section 501 of the Rehabilitation Act of 1973)	5	5	4	3	1
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	0	0

	PENDING: 43 cases*				
	FY 11	FY 12	FY 13	FY 14	FY 15
Title VII (race, color, religion, sex, national origin)	51	53	51	49	33
Age	17	15	12	38	15
Sex (Equal Pay Act)	22	0	0	0	0
Disability (Section 501 of the Rehabilitation Act of 1973)	18	16	17	43	12
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	2	1	0	0	0

* Figure reflects total number of cases pending at the end of FY 2015 regardless of the year in which it was filed.

	JUDGMENT FOR AGENCY: 121				
	FY 11	FY 12	FY 13	FY 14	FY 15
Title VII (race, color, religion, sex, national origin)	24	21	28	21	20
Age	4	5	5	7	6
Sex (Equal Pay Act)	7	0	0	0	0
Disability (Section 501 of the Rehabilitation Act of 1973)	8	4	8	8	6
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	1	1	0	0

	JUDGMENT FOR PLAINTIFF: 4				
	FY 11	FY 12	FY 13	FY 14	FY 15
Title VII (race, color, religion, sex, national origin)	1	1	1	0	1
Age	1	0	0	0	0
Sex (Equal Pay Act)	1	0	0	0	0
Disability (Section 501 of the Rehabilitation Act of 1973)	0	0	0	0	0
Whistleblower protection laws, 5 U.S.C. §§ 2302(b)(1)-(9)	0	0	0	0	0

3. *The amount of money required to be reimbursed by such agency under section 201 in connection with each of such cases, separately identifying the aggregate amount of such reimbursements attributable to the payment of attorneys' fees, if any.*

	TOTAL AMOUNT PAID (SETTLEMENTS AND JUDGMENTS FOR PLAINTIFFS): \$810,800				
	FY 11	FY 12	FY 13	FY 14	FY 15
FY Totals	\$ 328,100	\$ 70,000	\$ 142,700	\$ 150,000	\$120,000

	TOTAL ATTORNEY'S FEES PAID (SETTLEMENTS AND JUDGMENTS FOR PLAINTIFFS): \$75,000				
	FY 11	FY12	FY 13	FY 14	FY 15
FY Totals	\$ 70,000	\$ -	\$ -	\$ -	\$5,000

4. *The number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1).*

	TOTAL NUMBER EMPLOYEES DISCIPLINED: 18				
	FY 11	FY 12	FY 13	FY 14	FY 15
FY Totals	7	6	3	0	2

5. *The final year-end data posted under section 301(c)(1)(B) for such fiscal year (without regard to section 301(c)(2)).*

See Attachment A.

6. *A detailed description of the policy implemented by that agency relating to appropriate disciplinary actions against a Federal employee who-*
- i. discriminated against any individual in violation of any of the laws cited under section 201(a)(1) or (2), or*
 - ii. committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under section 201(a)(1) or (2), and with respect to each of such laws, the number of employees who are disciplined in accordance with such policy and the specific nature of the disciplinary action taken.*

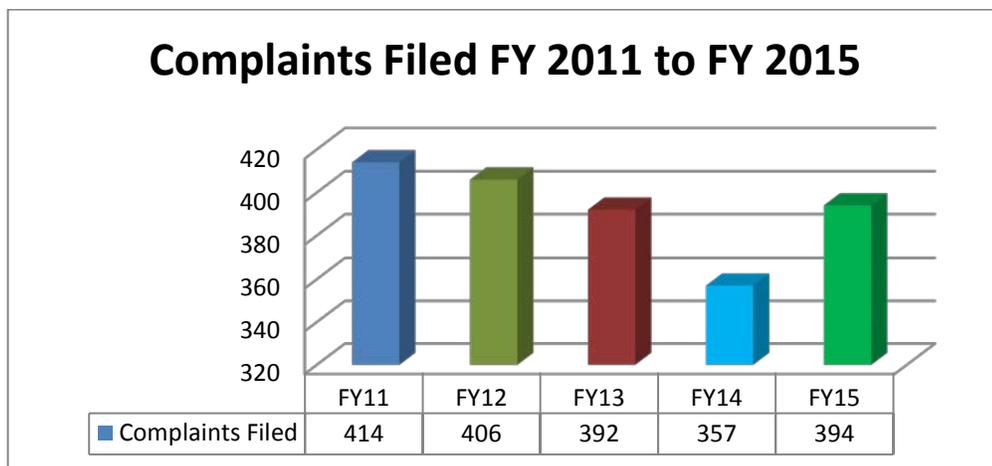
The Department's policy, *Disciplinary Action for Employees who Violate Antidiscrimination and Whistleblower Protection Laws*, requires bureaus to establish a disciplinary policy and/or table of penalties providing for appropriate disciplinary actions for employees who have intentionally engaged in discrimination or retaliatory actions, including retaliation for whistleblowing activities. All bureaus have established a disciplinary policy and/or table of penalties. In addition, the Department of the Treasury's Rules of Conduct (31 CFR §0.217) state, in pertinent part, that "(a) employees shall not discriminate against or harass any other employee, applicant for employment, contractor, or person dealing with the Department on official business on the basis of race, color, religion, national origin, sex, sexual orientation, age, disability, political affiliation, marital status, parental status, veterans status, or genetic information. (b) Supervisors shall not retaliate against an employee for complaining about suspected unlawful discrimination or harassment, seeking accommodation for a disability, or otherwise exercising their right to be free from unlawful discrimination. (c) An employee who engages in discriminatory or retaliatory conduct may be disciplined under these regulations, as well as other applicable laws [...]"

Section II. Analysis of Administrative Complaints*

7. An analysis of the information described under paragraphs (1) through (6) (in conjunction with data provided to the Equal Employment Opportunity Commission in compliance with part 1614 of title 29 of the Code of Federal Regulations) including:
- a. an examination of trends;
 - b. causal analysis;
 - c. practical knowledge gained through experience; and
 - d. any actions planned or taken to improve complaint or civil rights programs of the agency.

➤ **Examination of Trends, Causal Analysis, and Practical Knowledge Gained Through Experience**

Treasury’s complaint activity data demonstrated a 10.4% increase in complaints filed from FY 2014 (357 complaints filed) to FY 2015 (394 complaints filed). The percentage of Treasury employees who filed formal EEO complaints saw a minor increase from 0.31% of the workforce in FY 2014 (330 complainants) to 0.36% of the workforce in FY 2015 (372 complainants).



* Administrative complaint data is based on the Equal Employment Opportunity Commission’s 462 Report FY 2015, which Treasury submitted on October 28, 2015. FY 2011 –FY 2015 figures include EEO “mixed case” complaints.

For the last five fiscal years, of complaints filed, the top basis was reprisal and the top issue was harassment (non-sexual).¹ To deter harassment and reprisal in the workplace, the Department provides multiple training courses dealing with the prevention of harassment in the workplace for employees and supervisors through the Treasury Learning Management System (TLMS) and Employee Learning Management System (for IRS employees only). Treasury has a policy titled, *Procedures for Addressing Allegations of Discriminatory Harassment*, which instructs bureaus to establish and publicize procedures for reporting allegations of discriminatory harassment, conducting an inquiry, and making appropriate determinations based on the results of the inquiry. Treasury has a brochure titled, *Workplace Harassment: Your Rights and Responsibilities*, to educate Treasury employees on their rights and responsibilities as well as about the prevention of harassment in the workplace, which

¹ The data from which the percentages are derived below is based upon Treasury’s annual 462 Report submission to the EEOC.

employees can access through the Department’s intranet site. As part of ongoing EEO training conducted by Treasury bureaus, managers receive information on the EEO complaint process, prohibited discrimination, retaliation, and on agency liability when discrimination or retaliation is found. The topic of reprisal is addressed in the Secretary’s annual EEO policy statement as well as in No FEAR Act training provided to new hires and biennially to all employees.

Top Three Bases		Top Three Issues	
FY 2015		FY 2015	
Reprisal	55.6%	Harassment (non-sexual)	42.1%
Age	30.4%	Promotion/Non-Selection	21.5%
Disability (Physical)	27.6%	Evaluation/Appraisal	21.1%
FY 2014		FY 2014	
Reprisal	56.00%	Harassment (non-sexual)	42.50%
Disability (Physical)	32.40%	Evaluation/Appraisal	22.90%
Race (Black)	29.40%	Terms/Condition of Employment	19.30%
FY 2013		FY 2013	
Reprisal	49.40%	Harassment (non-sexual)	44.60%
Disability (Physical)	29.10%	Terms/Condition of Employment	31.80%
Race (Black)	27.50%	Evaluation/Appraisal	17.30%
FY 2012		FY 2012	
Reprisal	48.00%	Harassment (non-sexual)	41.80%
Disability (Physical)	30.00%	Terms/Condition of Employment	21.40%
Age & Race (Black)*	24.30%	Evaluation/Appraisal	19.90%
FY 2011		FY 2011	
Reprisal	45.60%	Harassment (non-sexual)	39.30%
Race (Black)	24.80%	Evaluation/Appraisal	20.50%
Age	23.60%	Assignment of Duties	14.90%

*In FY 2012, Age and Race (Black) tied for the third top basis of complaints filed.

During FY 2015, the Department completed 79.1% of all investigations of EEO complaints in a timely manner, an increase from timely completing 65.7% in FY 2014. In FY 2015, the Department utilized a contract with the United States Postal Service to provide EEO investigative services while it shuttered its internal investigative functions. The Department will monitor the USPS investigation processing time and has set a goal of completing 80% of FY 2016 investigations in fewer than 180 days, unless extended by amendment (360 days) or extension (270 days). The Office of Civil Rights and Diversity (OCRD) continued to maintain the acceptance/dismissal/final agency decision functions for the Department.

Fiscal Year	Complaints Filed	Total Completed Investigations	Average Days	% Timely
FY 2015	394	307	203	79.1%
FY 2014	357	353	250	65.7%
FY 2013	392	276	245	64.8%
FY 2012	406	285	198	87.0%
FY 2011	414	339	170	94.9%

In the administrative process, in FY 2015, Treasury closed 40 EEO complaints with monetary corrective actions, totaling \$1,001,764 in back pay/front pay, lump sum payments, compensatory damages, or attorney's fees and costs.

Fiscal Year	# of Cases Closed with Monetary Corrective Actions	Total Amount Paid*
2015	40	\$1,001,764
2014	32	\$372,027
2013	47	\$652,063
2012	61	\$792,477
2011	65	\$743,267
* Figures include back pay/front pay, lump sum payments, compensatory damages, or attorney's fees and costs. Figures do not reflect payments made in the settlement of class complaints.		

In FY 2015, the Department completed 721 informal counselings, of which 95.7% were timely processed and 46.3% reached resolution through settlement or withdrawal. The Department's 46.3% resolution rate of informal counselings demonstrates the Department's commitment to minimize the impact of conflict that detracts from employee satisfaction and undermines organizational efficiency.

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Total # Completed Counselings	745	746	704	668	721
# Timely	717	721	721	647	690
% Timely	96.2%	96.6%	98.0%	96.8%	95.7%
% of Completed Counselings Resolved (Settlement/Withdrawal)	46.9%	49.1%	47.8%	46.2%	46.3%

The Department also provides information to managers and supervisors on Alternative Dispute Resolution (ADR) techniques and encourages employees to consider this avenue when a complaint has been filed. The Department has a policy titled, *Management Participation in Alternative Dispute Resolution (ADR) During the Equal Employment Opportunity (EEO) Process*, which requires management participation in ADR if the issue is suitable for ADR and ADR is elected by the complainant. For FY 2015, the Department established a goal of 45% ADR participation rate in the informal and 20% in the formal complaint process. For ADR in the informal process, the Department had a 56% participation rate, and in the formal process had a 13% participation rate.

Fiscal Year	Counselings/ Complaints	ADR Offers		ADR Participation	
	#	#	%	#	%
FY 2014 Completed Pre-Complaint Counselings	668	615	92.1%	349	52.2%
FY 2015 Completed Pre-Complaint Counselings	721	683	94.7%	404	56.0%
% Change FY 2014 to FY 2015	7.9%	11.0%		15.7%	
FY 2014 Formal Complaints Closures	363	276	76.0%	48	13.2%
FY 2015 Formal Complaints Closures	312	253	81.0%	39	12.5%
% Change FY 2014 to FY 2015	-14.0%	-8.3%		-18.7%	

To educate Treasury employees on various tools to deal with conflicts in the workplace, the Department designated the month of June as Dispute Prevention Month. Employees and managers were provided with an interactive training titled, *Toxic Communication in the Workplace*, which identified types of toxic behaviors and provided strategies on how to navigate them in the workplace.

Through the Treasury Shared Neutrals (TSN) Program, Treasury maintains a nationwide cadre of certified and highly trained neutrals (also known as mediators). TSN mediators are employees from various organizations trained in the art of mediation who voluntarily serve on a collateral-duty basis. Their objective is to assist bureaus in resolving all types of workplace disputes at the earliest stages of the conflict and to provide a resolution through mediation, facilitation, and coaching. In FY 2015, the TSN program completed 252 mediations and had a 53% resolution rate.

➤ **Practical Knowledge Gained through Experience**

The Department continually reviews all aspects of its workforce demographics to ensure we are putting in place the right human capital and EEO initiatives, policies, and training programs to meet the needs of our workforce in order to accomplish our mission. Through this ongoing analysis, practical knowledge is gained and determinations are made on how best to address any shortcomings identified and how to advance the needs of the workforce.

In FY 2015, the Department conducted the following activities based on its analysis of workforce demographics, training needs, and human capital initiatives:

- Issued the Secretary’s annual EEO Policy.
- Completed the transition of the Treasury Complaint Center from the IRS to OCRD.

- Completed the transition of OCRD's complaint management system from IRS to MicroPact.
- Required bureaus to maintain Diversity and Inclusion Plans and conducted reviews to ensure bureaus were meeting requirements outlined in the Department's Diversity and Inclusion Plan.
- Hosted 335 interns Department-wide through various paid and non-paid diversity internship programs, universities and colleges.
- Conducted quarterly data integrity reviews of Treasury/bureau workforce data to ensure accuracy.
- Published quarterly EEO newsletters which provided Treasury's EEO practitioners, managers and supervisors, as well as employees, with information on relevant complaint issues, workforce statistics and important upcoming agency events/ activities.
- Distributed quarterly Treasury-wide dashboards to keep Bureau Heads and other Treasury leaders current on the state of Treasury's workforce and progress in meeting the established FY 2015 disability and veteran hiring goals.
- As part of the Department's Strategic Diversity and Inclusion Plan, provided the Assistant Secretary for Management and Deputy Secretary with quarterly diversity performance slides through STAT sessions.
- Conducted the FY 2015 Dispute Prevention Month designed to increase focus on resolution of complaints.
- Recognized as a leader in promoting equal employment opportunity and diversity on the FY 2015 Best of the Best lists of Top Government & Law Enforcement Agencies by *Hispanic Network Magazine*, *Black EOE Journal* and the *U.S. Veterans Magazine*.
- Issued four informative quarterly Veterans newsletter.
- Disability Program Manager coordinated with Veterans Program Manager to share and disseminate resumes of qualified candidates with disabilities to hiring managers.
- Partnered with the Department of Transportation (DOT) and U.S. Department of Energy (DOE) to host a joint Veterans Hiring Event for veterans and veterans with disabilities eligible for non-competitive appointments, allowing managers the opportunity to conduct interviews for on-the-spot hiring.
- Implemented the "Be a Champion" initiative to encourage managers to hire veterans and people with disabilities in high visibility positions. OCRD developed a team to work closely with managers and other key players (Veteran Employment Representative, Disability Program Manager, and Selective Placement Coordinator) to make this initiative a success. The OCRD team also conducted "Roadshows", where hiring managers Treasury-wide are coached on becoming a champion.

- Established a Treasury-wide Veterans Employee Resource Group (ERG) that supports professional development, group mentoring, training, and retention of veteran employees.
- Developed two commemorative webpages; one to bring awareness to Veterans Day and the second to bring awareness to National Disability Employment Awareness Month.
- Issued two internal blogs educating the workforce on veteran employment initiatives.
- Issued an external blog highlighting the U.S. Mint and Bureau of Engraving and Printing's veteran employment initiatives; the blog was later highlighted in the *Federal Times* article along with an interview of the Treasurer of the United States discussing these two bureaus' veteran employment accomplishments.
- Published two notices of proposed rulemaking for rules implementing Title VI of the Civil Rights Act of 1964 and the Age Discrimination Act of 1975.
- Conducted compliance reviews of Taxpayer Assistance Centers (TACs) in the Midwest. OCRD visited 13 TACs in Kentucky, Indiana, and Minnesota.
- Conducted Disability Etiquette training for Treasury employees.
- Published the updated Treasury Language Access Plan on the Treasury OCRD Public Website.

Workforce Diversity:

- Initiated a Treasury-wide barrier analysis on the distribution of women and minorities in the Senior Executive Service.
- Updated the Treasury and bureau specific relevant civilian labor force (RCLF), which provides more realistic benchmark comparators based on overall occupational workforce composition at Treasury and within each of its bureaus.
- Increased the participation rate for Hispanics from 10.7% in FY 2014 to 10.8% in FY 2015, which exceed both the civilian labor force (9.9%) and RCLF (8.8 %) availability rates.
- Increased the participation rate for women at the GS-13 through GS-15 grade level; rate increased by 3.8%, from 45.1% in FY 2005 to 48.9% in FY 2015. At the SES level, the participation rate for women increased by 8%, from 32.8% in FY 2005 to 40.7% in FY 2015.
- Increased the participation rate for non-Whites in the GS-13 through GS-15 grades by 9%, from 26.9% in FY 2005 to 35.4% in FY 2015. At the SES level, the participation rate for non-Whites increased by 3.3%, from 18.1% in FY 2005 to 21.4% in FY 2015.
- Exceeded the Department's goal that 10% of all new permanent hires be persons with disabilities (11.42%).

- Continued to hold one of the highest participation rates for persons with targeted disabilities (1.76% compared to the Federal goal of 2%) among cabinet level agencies.
- Maintained its participation rate of total veterans (10.99%) in FY 2015. Of the total veterans in the workforce, 3.99% are disabled veterans.
- The Department did not meet its goal of 16% total veteran new hires (12.71%) in FY 2015; but came close to meeting its goal of 7% total disabled veteran new hire goal (6.88%).

8. *Any adjustment (to the extent the adjustment can be ascertained in the budget of the agency) to comply with the requirements under section 201.*

Not Applicable.

Attachment A

- **Administrative Equal Employment Opportunity (EEO) Complaint Data (FY 2011-FY 2015)**

- **No FEAR Act Training Plan**

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

Department of the Treasury

FY 2011- FY 2015

Note: Data provided through Treasury's iComplaints system. The report reflects case data in iComplaints at the end of FY2015 for the current and past five fiscal years. Mixed cases are included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
		2011	2012	2013	2014	
Number of Complaints Filed		414	406	392	357	394
Number of Complainants		359	370	369	330	373
Repeat Filers		35	36	19	21	16

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
		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>						
Race		151	159	149	161	175
Color		20	34	25	35	56
Religion		21	10	15	14	23
Reprisal		185	199	198	206	221
Sex		120	123	102	121	150
PDA		0	0	0	1	2
National Origin		27	42	23	35	48
Equal Pay Act		0	1	2	1	3
Age		94	107	86	119	125
Disability		117	145	140	94	139
GINA		0	0	0	0	3
Non-EEO		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>	2011	2012	2013	2014	
Appointment/Hire	11	15	19	21	23
Assignment of Duties	59	56	54	48	55
Awards	9	10	11	7	11
Conversion to Full-time	1	1	1	1	0
Disciplinary Action					
o Demotion	5	5	4	2	6
o Reprimand	19	17	18	8	16
o Suspension	17	18	12	18	16
o Removal	8	6	6	6	6
o Other	6	22	22	16	24
Duty Hours	5	8	5	12	14
Evaluation Appraisal	86	84	68	87	85
Examination/Test	1	2	2	0	0
Harassment					
o Non-Sexual	164	172	179	154	170
o Sexual	16	8	9	13	14
Medical Examination	3	0	1	0	4
Pay (Including Overtime)	12	12	8	9	10
Promotion/Non-Selection	56	66	52	58	86
Reassignment					
o Denied	11	7	6	5	6
o Directed	6	18	11	14	11
Reasonable Accommodation	29	36	52	24	54
Reinstatement	3	1	3	0	1
Retirement	3	1	2	3	3
Termination	53	44	28	20	16

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				2015 Thru 09-30
	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>					
Terms/Conditions of Employment	55	90	108	69	82
Time and Attendance	47	50	45	53	64
Training	34	19	25	12	25
Other	1	6	3	1	7

Processing Time	Comparative Data				
	Previous Fiscal Year Data				2015 Thru 09-30
	2011	2012	2013	2014	
Complaints pending during fiscal year					
Average number of days in investigation	172.58	198.01	245.29	297.76	206.70
Average number of days in final action	35.69	35.64	51.39	32.37	32.47
Complaint pending during fiscal year where hearing was requested					
Average number of days in investigation	174.53	197.55	242.04	304.96	210.29
Average number of days in final action	39.92	5.37	6.54	21.27	9.75
Complaint pending during fiscal year where hearing was not requested					
Average number of days in investigation	171.37	198.80	252.83	284.95	199.54
Average number of days in final action	31.46	67.65	104.86	45.58	44.27

Complaints Dismissed by Agency	Comparative Data				
	Previous Fiscal Year Data				2015 Thru 09-30
	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	46	51	34	49	55
Average days pending prior to dismissal	127	120	95	115.92	47.8
Complaints Withdrawn by Complainants					
Total Complaints Withdrawn by Complainants	38	35	30	48	22

	Comparative Data									
	Previous Fiscal Year Data									2015 Thru 09-30
	2011		2012		2013		2015			
	#	%	#	%	#	%	#	%	#	%
Total Final Agency Actions Finding Discrimination										
Total Number Findings	5		6		0		3		0	
Without Hearing	1	20	5	83	0	0	2	100	0	0
With Hearing	4	80	1	17	0	0	1	100	0	0

Findings of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data									2015 Thru 09-30
	2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%
<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	5		6		0		3		4	
Race	1	33	1	17	0	0	3	100	1	25
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	17	0	0	1	33	0	0
Reprisal	1	33	2	33	0	0	1	33	2	50
Sex	0	0	2	33	0	0	1	33	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	17	0	0	1	33	0	0
Disability	1	33	1	17	0	0	2	67	3	75
GINA	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	4		1		0		1		0	
Race	1	50	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data										
	Previous Fiscal Year Data									2015 Thru 09-30	
	2011		2012		2013		2014		#		%
#	%	#	%	#	%	#	%	#		%	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>											
Religion	0	0	1	100	0	0	0	0	0	0	
Reprisal	1	50	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	1	100	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	
Age	2	50	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	0	0	0	
GINA	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	
Findings Without Hearing	0		2		0		2		4		
Race	0	0	0	0	0	0	2	100	1	25	
Color	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	1	50	0	0	
Reprisal	0	0	1	50	0	0	1	50	2	50	
Sex	0	0	0	0	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	1	50	0	0	
Disability	0	0	1	50	0	0	2	100	3	75	
GINA	0	0	0	0	0	0	0	0	0	0	
Non-EEO	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
	2011		2012		2013		2014				
	#	%	#	%	#	%	#	%	#	%	#
Total Number Findings		5		6		0		3		4	
Appointment/Hire		1	20	0	0	0	0	0	0	0	0
Assignment of Duties		0	0	0	0	0	0	0	0	0	0
Awards		0	0	1	17	0	0	0	0	0	0
Conversion to Full-time		0	0	0	0	0	0	0	0	0	0
Disciplinary Action											
o Demotion		0	0	0	0	0	0	0	0	0	0
o Reprimand		0	0	0	0	0	0	0	0	0	0
o Suspension		1	33	0	0	0	0	0	0	0	0
o Removal		0	0	0	0	0	0	0	0	0	0
o Other		0	0	0	0	0	0	1	33	0	0
Duty Hours		0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal		0	0	0	0	0	0	1	33	0	0
Examination/Test		0	0	0	0	0	0	0	0	0	0
Harassment											
o Non-Sexual		1	20	4	67	0	0	1	33	3	75
o Sexual		0	0	0	0	0	0	1	33	0	0
Medical Examination		0	0	0	0	0	0	0	0	1	25
Pay (Including Overtime)		0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection		1	20	0	0	0	0	0	0	0	0
Reassignment											
o Denied		0	0	0	0	0	0	0	0	0	0
o Directed		0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation		0	0	1	17	0	0	0	0	0	0
Reinstatement		0	0	0	0	0	0	0	0	0	0
Retirement		0	0	0	0	0	0	0	0	0	0
Termination		0	0	1	17	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data										
	Previous Fiscal Year Data										2015 Thru 09-30
	2011		2012		2013		2014				
	#	%	#	%	#	%	#	%	#	%	#
Terms/Conditions of Employment		1	33	0	0	0	0	1	33	0	0
Time and Attendance		1	33	0	0	0	0	0	0	1	25
Training		0	0	1	17	0	0	0	0	0	0
Other		0	0	0	0	0	0	0	0	0	0
Findings After Hearing		4		1		0		1		0	
Appointment/Hire		1	25	0	0	0	0	0	0	0	0
Assignment of Duties		0	0	0	0	0	0	0	0	0	0
Awards		0	0	0	0	0	0	0	0	0	0
Conversion to Full-time		0	0	0	0	0	0	0	0	0	0
Disciplinary Action											
o Demotion		0	0	0	0	0	0	0	0	0	0
o Reprimand		0	0	0	0	0	0	0	0	0	0
o Suspension		1	25	0	0	0	0	0	0	0	0
o Removal		0	0	0	0	0	0	0	0	0	0
o Other		0	0	0	0	0	0	0	0	0	0
Duty Hours		0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal		0	0	0	0	0	0	0	0	0	0
Examination/Test		0	0	0	0	0	0	0	0	0	0
Harassment											
o Non-Sexual		1	25	0	0	0	0	1	100	0	0
o Sexual		0	0	0	0	0	0	1	100	0	0
Medical Examination		0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)		0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection		1	25	0	0	0	0	0	0	0	0
Reassignment											
o Denied		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	
	2011		2012		2013		2014					
	#	%	#	%	#	%	#	%	#	%	#	%
o Directed			0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation			0	0	1	100	0	0	0	0	0	0
Reinstatement			0	0	0	0	0	0	0	0	0	0
Retirement			0	0	0	0	0	0	0	0	0	0
Termination			0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment			0	0	0	0	0	0	0	0	0	0
Time and Attendance			1	25	0	0	0	0	0	0	0	0
Training			0	0	0	0	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	0	0
Findings Without Hearing			1		5		0		2		4	
Appointment/Hire			0	0	0	0	0	0	0	0	0	0
Assignment of Duties			0	0	0	0	0	0	0	0	0	0
Awards			0	0	1	20	0	0	0	0	0	0
Conversion to Full-time			0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
o Demotion			0	0	0	0	0	0	0	0	0	0
o Reprimand			0	0	0	0	0	0	0	0	0	0
o Suspension			0	0	0	0	0	0	0	0	0	0
o Removal			0	0	0	0	0	0	0	0	0	0
o Other			0	0	0	0	0	0	1	50	0	0
Duty Hours			0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal			0	0	0	0	0	0	1	50	0	0
Examination/Test			0	0	0	0	0	0	0	0	0	0
Harassment												
o Non-Sexual			0	0	4	80	0	0	0	0	3	75
o Sexual			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		
	2011		2012		2013		2014						
	#	%	#	%	#	%	#	%	#	%	#	%	
Medical Examination			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
Promotion/Non-Selection			0	0	0	0	0	0	0	0	0	0	0
Reassignment													
o Denied			0	0	0	0	0	0	0	0	0	0	0
o Directed			0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation			0	0	0	0	0	0	0	0	0	0	0
Reinstatement			0	0	0	0	0	0	0	0	0	0	0
Retirement			0	0	0	0	0	0	0	0	0	0	0
Termination			0	0	1	20	0	0	0	0	0	0	0
Terms/Conditions of Employment			1	100	0	0	0	0	1	50	0	0	0
Time and Attendance			0	0	0	0	0	0	0	0	1	25	
Training			0	0	1	20	0	0	0	0	0	0	0
Other			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
	2011	2012	2013	2014	
Total complaints from previous Fiscal Years	570	542	544	324	376
Total Complainants	528	470	477	287	321
Number complaints pending					
Investigation	2	12	19	3	3
ROI issued, pending Complainant's action	0	0	1	7	0
Hearing	277	200	227	300	359
Final Agency Action	14	22	14	13	11

Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data				2015 Thru 09-30
	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	18	28	61	4	17

Department of the Treasury No FEAR Act Training Plan

The Department of the Treasury’s bureaus determine the training and tracking methods and timeframe to conduct biennial No FEAR Act training. In FY15, the Department offered two No FEAR Act training modules, one a refresher training for current employees and the other for new hires. Both training modules’ content contains information on the Whistleblower Protection Enhancement Act (WPEA), as amended.

Bureau	Delivery of Training	Training Schedule	Training Completion Date
<p>United States Mint (Mint)</p> <p>Treasury Inspector General for Tax Administration (TIGTA)</p> <p>Financial Crimes Enforcement Network (FinCEN)</p>	<p>Treasury Learning Management System (TLMS)</p> <p>Training records in TLMS will be used to demonstrate employees received the No FEAR Act training. TLMS will automatically update the training records of employees who complete the training. When employees receive the No FEAR Act training via a method other than TLMS, EEO Office will work with their TLMS POCs to update the employee’s training record. Bureau EEO Offices will cross-check the current list of all employees against the TLMS training records to verify how many current employees have in fact completed the training.</p>	<p>Bureau EEO Offices are responsible for notifying their workforce of this mandatory training requirement and providing alternative means of training delivery when needed.</p>	<p>Biennial training was completed in FY 2015. The percentage of employees who completed No FEAR training by bureau:</p> <p>MINT: 100% TIGTA: 100% FINCEN: 95%</p> <p>Training will be conducted in FY 2017.</p>
<p>Internal Revenue Service (IRS)</p> <p>Internal Revenue Service Office of the Chief Counsel (IRSCC)</p>	<p>Enterprise Learning Management System (ELMS)</p> <p>Training records in ELMS will be used to demonstrate employees received the No FEAR Act training. ELMS automatically updated the training records of employees who completed the training. When employees received the No FEAR</p>	<p>IRS Office of Equity, Diversity and Inclusion (EDI) is responsible for notifying their workforce of this mandatory training requirement and providing alternative means of delivery to those employees who did not have access to ELMS.</p>	<p>Biennial training was completed in FY 2015. The percentage of employees who completed No FEAR training by bureau:</p> <p>IRS: 99% IRSCC: 97%</p> <p>Training will be conducted in FY 2017.</p>

	Act training via a method other than ELMS, IRS manually updated the employee's ELMS training record. IRS cross-checked the current list of all employees against the ELMS training records to verify how many current employees completed the training.		
Office of the Special Inspector General for Troubled Asset Relief Program (SigTARP) Office of the Inspector General (OIG) Departmental Offices (DO) Office of the Comptroller of the Currency (OCC) Bureau of Engraving and Printing (BEP) Bureau of Fiscal Service (BFS) Alcohol and Tobacco Trade and Tax Bureau (TTB)	Treasury Learning Management System (TLMS) Training records in TLMS were used to demonstrate employees received the No FEAR Act training. TLMS automatically updated the training records of employees who completed the training. When employees receive the No FEAR Act training via a method other than TLMS, EEO Office worked with their TLMS POCs to update the employee's training record. Bureau EEO Offices cross-checked their current list of employees against the TLMS training records to verify how many current employees completed the training.	EEO Office and Training Office notified their workforce of this mandatory training requirement and provided alternative means of training delivery when needed.	Biennial training completed in FY 2014. Training will be conducted in FY 2016.