

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

Department of the Treasury

For 2nd Quarter 2016 for period ending March 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	415	421	393	359	396	196
Number of Complainants	360	384	370	333	374	183
Repeat Filers	38	31	19	21	16	11
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03-31
	2011	2012	2013	2014	2015	
<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	2015	2016 Thru 03-31
Race	153	164	149	161	176	75
Color	21	36	25	35	56	26
Religion	21	10	15	14	25	7
Reprisal	190	203	200	206	224	107
Sex	122	129	102	121	153	80
PDA	0	0	0	1	2	1
National Origin	28	43	23	35	48	16
Equal Pay Act	0	1	2	1	3	0

Age	103	108	88	119	126	64
Disability	120	145	141	94	140	75
Genetics	0	0	0	0	3	0
Non-EEO	25	19	18	16	26	14
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03- 31
<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	2015	
Appointment/Hire	12	16	19	21	23	16
Assignment of Duties	62	58	54	48	55	25
Awards	9	10	11	7	11	5
Conversion to Full Time/Perm Status	1	1	1	1	0	1
Disciplinary Action						
Demotion	5	5	4	2	6	2
Reprimand	20	18	18	8	17	6
Suspension	18	19	13	18	16	14
Removal	7	6	6	6	6	2
Other	0	0	0	0	0	5
Duty Hours	6	8	5	12	14	7
Perf. Eval./ Appraisal	88	88	68	88	87	38
Examination/Test	1	2	2	0	0	0
Harassment						
Non-Sexual	167	179	178	154	171	87
Sexual	16	8	9	13	14	8
Medical Examination	3	0	1	0	4	0
Pay including overtime	12	12	8	9	10	2
Promotion/Non-Selection	60	67	52	58	86	33
Reassignment						

Denied	11	7	7	5	6	5
Directed	7	18	11	14	11	4
Reasonable Accommodation Disability	32	37	52	24	54	27
Reinstatement	3	1	3	0	1	1
Religious Accommodation	0	0	0	0	0	1
Retirement	3	1	3	3	3	2
Sex-Stereotyping	0	0	0	0	0	2
Telework	0	0	0	0	0	2
Termination	54	44	28	20	16	12
Terms/Conditions of Employment	57	91	107	69	82	24
Time and Attendance	48	51	45	53	65	25
Training	34	20	25	12	25	8
Other						
Equal Pay Act Violation	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	170.66	210.69	245.29	297.64	206.70	224.22
Average number of days in final action	35.75	35.59	51.39	32.37	32.91	37.44
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	174.61	217.40	242.04	304.79	210.54	238.77
Average number of days in final action	6.16	5.32	6.54	21.27	20.29	29.81
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	161.58	198.62	252.83	284.95	198.92	210.92

Average number of days in final action	74.87	67.61	104.86	45.58	44.27	43.56							
Complaints Dismissed by Agency	Comparative Data												
	Previous Fiscal Year Data										2016 Thru 03-31		
	2011	2012	2013	2014	2015								
Total Complaints Dismissed by Agency	46	51	34	49	55	29							
Average days pending prior to dismissal	119	248	88	115.92	47.8	21.41							
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants	40	37	30	48	22	15							
Total Final Agency Actions Finding Discrimination	Comparative Data												
	Previous Fiscal Year Data										2016 Thru 03-31		
	2011	2012	2013	2014	2015								
	#	%	#	%	#	%	#	%	#	%	#	%	#
Total Number Findings	5		6		0		1		0		6		
Without Hearing	1	20	5	83	0	0	0	0	0	0	4	67	
With Hearing	4	80	1	17	0	0	1	100	0	0	2	33	
Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2016 Thru 03-31		
	2011	2012	2013	2014	2015								
<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		6		
Race	1	20	1	17	0	0	3	100	1	25	1	17	
Color	0	0	0	0	0	0	0	0	0	0	1	17	
Religion	0	0	1	17	0	0	1	33	0	0	1	17	
Reprisal	2	40	2	33	0	0	1	33	2	50	1	17	

Sex	0	0	2	33	0	0	1	33	0	0	1	17
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	1	17
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	40	1	17	0	0	1	33	0	0	1	17
Disability	1	20	1	17	0	0	2	67	3	75	3	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
Findings After Hearing	4		1		0		1		0		2	
Race	1	25	0	0	0	0	1	100	0	0	1	50
Color	0	0	0	0	0	0	0	0	0	0	1	50
Religion	0	0	1	100	0	0	0	0	0	0	0	0
Reprisal	2	50	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	100	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	2	50	0	0	0	0	0	0	0	0	1	50
Disability	0	0	0	0	0	0	0	0	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
Findings Without Hearing	0		2		0		2		4		4	
Race	0	0	0	0	0	0	2	100	1	25	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	50	0	0	1	25
Reprisal	0	0	1	50	0	0	1	50	2	50	1	25

Sex	0	0	0	0	0	0	0	0	0	0	0	1	25
PDA	0	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	1	25
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	50	0	0	0	0	0
Disability	0	0	1	50	0	0	2	100	3	75	2	50	
Genetics	0	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	0
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data											2016 Thru 03- 31	
	2011		2012		2013		2014		2015				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	5		6		0		3		4		6		
Appointment/Hire	1	20	0	0	0	0	0	0	0	0	1	17	
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	17	
Awards	0	0	1	17	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	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	20	0	0	0	0	0	0	0	0	0	0	0
Removal	0	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	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	33	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment													

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	1	20	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	0	0	0	0	1	50	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	25	1	25
Training	0	0	1	20	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2016 Thru 03-31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	556	540	544	324	378	542						
Total Complainants	514	469	477	287	322	467						
Number complaints pending												
Investigation	3	12	19	3	3	32						
ROI issued, pending Complainant's action	0	0	1	7	0	15						
Hearing	199	193	225	300	359	0						
Final Agency Action	21	26	16	13	13	26						
Complaint Investigations	Comparative Data						2016 Thru 03-31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Pending Complaints Where Investigations Exceed Required Time Frames	18	27	60	4	18	14						