

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

Department of the Treasury

For 4th Quarter 2016 for period ending September 30, 2016

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	414	406	392	357	394	401
Number of Complainants	360	384	370	333	374	380
Repeat Filers	38	31	19	21	16	23

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 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	2015	
Race	153	164	149	161	176	155
Color	21	36	25	35	56	51
Religion	21	10	15	14	25	17
Reprisal	190	203	200	206	224	240
Sex	122	129	102	121	153	153
PDA	0	0	0	1	2	3
National Origin	28	43	23	35	48	43

Equal Pay Act	0	1	2	1	3	1
Age	103	108	88	119	126	126
Disability	120	145	141	94	140	155
Genetics	0	0	0	0	3	0
Non-EEO	25	19	18	16	26	30
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 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	2015	
Appointment/Hire	12	16	19	21	23	27
Assignment of Duties	62	58	54	48	55	50
Awards	9	10	11	7	11	6
Conversion to Full Time/Perm Status	1	1	1	1	0	1
Disciplinary Action						
Demotion	5	5	4	2	6	5
Reprimand	20	18	18	8	17	19
Suspension	18	19	13	18	16	25
Removal	7	6	6	6	6	6
Other	0	0	0	0	0	14
Duty Hours	6	8	5	12	14	10
Perf. Eval./ Appraisal	88	88	68	88	87	86
Examination/Test	1	2	2	0	0	0
Harassment						
Non-Sexual	167	179	178	154	171	183
Sexual	16	8	9	13	14	9
Medical Examination	3	0	1	0	4	1
Pay including overtime	12	12	8	9	10	6
Promotion/Non-Selection	60	67	52	58	86	66

Reassignment						
Denied	11	7	7	5	6	7
Directed	7	18	11	14	11	16
Reasonable Accommodation Disability	32	37	52	24	54	58
Reinstatement	3	1	3	0	1	2
Religious Accommodation	0	0	0	0	0	1
Retirement	3	1	3	3	3	5
Sex-Stereotyping	0	0	0	0	0	4
Telework	0	0	0	0	0	11
Termination	54	44	28	20	16	28
Terms/Conditions of Employment	57	91	107	69	82	61
Time and Attendance	48	51	45	53	65	61
Training	34	20	25	12	25	20
Other						
Equal Pay Act Violation	0	0	0	0	0	2
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09-30
	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	203.10
Average number of days in final action	35.75	35.59	51.39	32.37	32.91	39.20
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	210.16

Average number of days in final action	6.16	5.32	6.54	21.27	20.29	27.55		
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	200.68		
Average number of days in final action	74.87	67.61	104.86	45.58	44.27	51.14		
Complaints Dismissed by Agency	Comparative Data							
	Previous Fiscal Year Data					2016 Thru 09- 30		
	2011	2012	2013	2014	2015			
Total Complaints Dismissed by Agency	46	51	34	49	55	58		
Average days pending prior to dismissal	119	248	88	115.92	47.8	30.69		
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	40	37	30	48	22	32		
Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					2016 Thru 09- 30		
	2011	2012	2013	2014	2015			
	#	%	#	%	#	%	#	%
Total Number Findings	5	6	0	1	0	8		
Without Hearing	1	5	0	0	0	6		
With Hearing	4	1	0	1	0	2		
Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data					2016 Thru 09- 30		
	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	8		

Race	1	20	1	17	0	0	3	100	1	25	1	13
Color	0	0	0	0	0	0	0	0	0	0	1	13
Religion	0	0	1	17	0	0	1	33	0	0	1	13
Reprisal	2	40	2	33	0	0	1	33	2	50	2	25
Sex	0	0	2	33	0	0	1	33	0	0	2	25
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	13
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	13
Disability	1	20	1	17	0	0	2	67	3	75	3	38
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		6	

Medical Examination	0	0	0	0	0	0	0	0	0	1	25	0	0
Pay including overtime	0	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	0
Reassignment													
Denied	0	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	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	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	0
Sex-Stereotyping	0	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	0
Termination	0	0	1	20	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	0	0	0	0	1	50	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	25	1	17	
Training	0	0	1	20	0	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	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	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											2016 Thru 09- 30	
	2011	2012	2013	2014	2015								
Total complaints from previous Fiscal Years	556	540	544	324	378								416
Total Complainants	514	469	477	287	322								348
Number complaints pending													

Investigation	3	12	19	3	3	4
ROI issued, pending Complainant's action	0	0	1	7	0	0
Hearing	199	193	225	300	359	405
Final Agency Action	21	26	16	13	13	11
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09- 30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	18	27	60	4	18	6