

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

Treasury

For 2nd Quarter 2017 for period ending March 31, 2017

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 03-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	406	392	357	394	401	177
Number of Complainants	384	370	333	374	380	175
Repeat Filers	31	19	21	16	23	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Race	164	149	161	176	155	80
Color	36	25	35	56	51	25
Religion	10	15	14	25	17	13
Reprisal	203	200	206	224	240	94
Sex	129	102	121	153	153	55
PDA	0	0	1	2	3	0
National Origin	43	23	35	48	43	21

Equal Pay Act	1	2	1	3	1	2
Age	108	88	119	126	126	54
Disability	145	141	94	140	155	73
Genetics	0	0	0	3	0	1
Non-EEO	19	18	16	26	30	7
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 03- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	16	19	21	23	27	16
Assignment of Duties	58	54	48	55	50	31
Awards	10	11	7	11	6	11
Conversion to Full Time/Perm Status	1	1	1	0	1	0
Disciplinary Action						
Demotion	5	4	2	6	5	2
Reprimand	18	18	8	17	19	8
Suspension	19	13	18	16	25	7
Removal	6	6	6	6	6	1
Other	0	0	0	0	14	15
Duty Hours	8	5	12	14	10	5
Perf. Eval./ Appraisal	88	68	88	87	86	31
Examination/Test	2	2	0	0	0	1
Harassment						
Non-Sexual	179	178	154	171	183	70
Sexual	8	9	13	14	9	3
Medical Examination	0	1	0	4	1	1
Pay including overtime	12	8	9	10	6	6
Promotion/Non-Selection	67	52	58	86	66	31

Reassignment						
Denied	7	7	5	6	7	3
Directed	18	11	14	11	16	3
Reasonable Accommodation Disability	37	52	24	54	58	25
Reinstatement	1	3	0	1	2	1
Religious Accommodation	0	0	0	0	1	0
Retirement	1	3	3	3	5	2
Sex-Stereotyping	0	0	0	0	4	1
Telework	0	0	0	0	11	3
Termination	44	28	20	16	28	8
Terms/Conditions of Employment	91	107	69	82	61	33
Time and Attendance	51	45	53	65	61	25
Training	20	25	12	25	20	7
Other						
Equal Pay Act Violation	0	0	0	0	2	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					2017 Thru 03-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	210.69	245.29	297.64	206.70	203.10	198.53
Average number of days in final action	35.59	51.39	32.37	32.91	39.20	33.88
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	217.40	242.04	304.79	210.54	210.16	199.49

Average number of days in final action	5.32	6.54	21.27	20.29	27.55	22.10						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	198.62	252.83	284.95	198.92	200.68	201.06						
Average number of days in final action	67.61	104.86	45.58	44.27	51.14	45.67						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2017 Thru 03-31	
	2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency	51	34	49	55	58	18						
Average days pending prior to dismissal	248	88	115.92	47.8	30.69	84.89						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	37	30	48	22	32	7						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2017 Thru 03-31	
	2012	2013	2014	2015	2016							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6	0	1	0	8	3						
Without Hearing	5	83	0	0	0	0	0	6	75	3	100	
With Hearing	1	17	0	0	1	100	0	0	2	25	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2017 Thru 03-31	
	2012	2013	2014	2015	2016							
<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	6	0	3	4	8	2						
Race	1	17	0	0	3	100	1	25	1	13	0	0

Color	0	0	0	0	0	0	0	0	0	1	13	0	0
Religion	1	17	0	0	1	33	0	0	1	13	0	0	
Reprisal	2	33	0	0	1	33	2	50	2	25	1	50	
Sex	2	33	0	0	1	33	0	0	2	25	2	100	
PDA	0	0	0	0	0	0	0	0	0	0	1	50	
National Origin	0	0	0	0	0	0	0	0	1	13	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	1	17	0	0	1	33	0	0	1	13	0	0	
Disability	1	17	0	0	2	67	3	75	3	38	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 After Hearing	1		0		1		0		2		0		
Race	0	0	0	0	1	100	0	0	1	50	0	0	
Color	0	0	0	0	0	0	0	0	1	50	0	0	
Religion	1	100	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	1	100	0	0	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	0	0	0	0	0	0	0	0	1	50	0	0	
Disability	0	0	0	0	0	0	0	0	1	50	0	0	
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	2		0		2		4		6		2		
Race	0	0	0	0	2	100	1	25	0	0	0	0	

Perf. Eval./ Appraisal	0	0	0	0	1	33	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	67	0	0	1	33	3	75	1	13	0	0
Sexual	0	0	0	0	1	33	0	0	2	25	1	50
Medical Examination	0	0	0	0	0	0	1	25	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	0	0	0	0	1	13	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 Disability	1	17	0	0	0	0	0	0	1	13	1	50
Reinstatement	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
Retirement	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
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	17	0	0	0	0	0	0	0	0	1	50
Terms/Conditions of Employment	0	0	0	0	1	33	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	25	1	13	0	0
Training	1	17	0	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
User Defined - Other 2	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
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		1		0		2		0	

Termination	0	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	0
Time and Attendance	0	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	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
Findings Without Hearing	5		0		2		4		6		2		
Appointment/Hire	0	0	0	0	0	0	0	0	1	17	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	17	0	0	0
Awards	1	20	0	0	0	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	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	0	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	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	1	50	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment													
Non-Sexual	4	80	0	0	0	0	3	75	1	17	0	0	0
Sexual	0	0	0	0	0	0	0	0	2	33	1	50	0
Medical Examination	0	0	0	0	0	0	1	25	0	0	0	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	1	50	
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	1	20	0	0	0	0	0	0	0	0	1	50	
Terms/Conditions of Employment	0	0	0	0	1	50	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	25	1	17	0	0	
Training	1	20	0	0	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						2017 Thru 03- 31						
	2012	2013	2014	2015	2016								
Total complaints from previous Fiscal Years	540	544	324	378	416	561							
Total Complainants	469	477	287	322	348	486							
Number complaints pending													
Investigation	12	19	3	3	4	22							

ROI issued, pending Complainant's action	0	1	7	0	0	18
Hearing	193	225	300	359	405	501
Final Agency Action	26	16	13	13	11	23
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 03- 31
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	27	60	4	18	6	1