

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

Department of the Treasury

For 3rd Quarter 2018 for period ending June 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru06-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	393	359	396	409	372	343
Number of Complainants	370	333	374	380	351	324
Repeat Filers	19	21	16	23	18	18

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru06-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	149	161	176	155	170	133
Color	25	35	56	51	61	31
Religion	15	14	25	17	26	15
Reprisal	200	206	224	240	200	165
Sex	102	121	153	153	134	114
PDA	0	1	2	3	2	2
National Origin	23	35	48	43	42	41

Equal Pay Act	2	1	3	1	2	3
Age	88	119	126	126	114	77
Disability	141	94	140	155	141	131
Genetics	0	0	3	0	1	1
Non-EEO	18	16	26	30	20	21
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	19	21	23	27	33	17
Assignment of Duties	54	48	55	50	61	56
Awards	11	7	11	6	16	5
Conversion to Full Time/Perm Status	1	1	0	1	1	0
Disciplinary Action						
Demotion	4	2	6	5	4	6
Reprimand	18	8	17	19	16	15
Suspension	13	18	16	25	19	18
Removal	6	6	6	6	4	2
Other	0	0	0	14	26	15
Duty Hours	5	12	14	10	11	15
Perf. Eval./ Appraisal	68	88	87	86	81	74
Examination/Test	2	0	0	0	1	0
Harassment						
Non-Sexual	178	154	171	183	151	150
Sexual	9	13	14	9	12	9
Medical Examination	1	0	4	1	4	1
Pay including overtime	8	9	10	6	16	11

Promotion/Non-Selection	52	58	86	66	72	48
Reassignment						
Denied	7	5	6	7	6	4
Directed	11	14	11	16	5	12
Reasonable Accommodation Disability	52	24	54	58	53	52
Reinstatement	3	0	1	2	1	0
Religious Accommodation	0	0	0	1	0	1
Retirement	3	3	3	5	3	3
Sex-Stereotyping	0	0	0	4	3	1
Telework	0	0	0	11	14	4
Termination	28	20	16	28	28	34
Terms/Conditions of Employment	107	69	82	61	62	59
Time and Attendance	45	53	65	61	58	48
Training	25	12	25	20	17	18
Other						
Equal Pay Act Violation	0	0	0	2	5	0
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					2018Thru06-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	245.29	297.64	206.70	203.10	187.25	168.11
Average number of days in final action	51.39	32.37	32.91	39.20	33.86	36.57
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	242.04	304.79	210.54	210.16	191.22	166.17						
Average number of days in final action	6.54	21.27	20.29	27.55	23.83	25.56						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	252.83	284.95	198.92	200.68	186.39	175.27						
Average number of days in final action	104.86	45.58	44.27	51.14	45.56	47.52						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2018Thru06-30	
	2013	2014	2015	2016	2017							
Total Complaints Dismissed by Agency	34	49	55	58	47						45	
Average days pending prior to dismissal	88	115.92	47.8	30.69	52.47						140.4	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	30	48	22	32	21						19	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018Thru06-30	
	2013	2014	2015	2016	2017							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		8		13		5	
Without Hearing	0	0	0	0	0	0	6	75	12	92	4	80
With Hearing	0	0	1	100	0	0	2	25	1	8	1	20
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2018Thru06-30	
	2013	2014	2015	2016	2017							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%

Harassment												
Non-Sexual	0	0	0	0	3	75	1	17	2	29	0	0
Sexual	0	0	0	0	0	0	2	33	2	29	0	0
Medical Examination	0	0	0	0	1	25	0	0	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	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 Disability	0	0	0	0	0	0	0	0	5	71	2	67
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	0	0	0	0	0	0	0	0	1	14	0	0
Terms/Conditions of Employment	0	0	1	50	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	25	1	17	0	0	1	33
Training	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
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2018Thru06-30						
	2013	2014	2015	2016	2017							

Total complaints from previous Fiscal Years	544	324	378	416	411	487
Total Complainants	477	287	322	348	354	417
Number complaints pending						
Investigation	19	3	3	4	1	2
ROI issued, pending Complainant's action	1	7	0	0	0	2
Hearing	225	300	359	405	401	454
Final Agency Action	16	13	13	11	9	27
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018Thru06-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	60	4	18	6	3	2