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

			C	ompai	rative l	Data		
Complaint Activity	Pı	revious	s Fisca	l Year	Data		010TL06 20	
	2013	2014	201	5 201	6 20		018Thru06-30	
Number of Complaints Filed	393	359	396	409	9 37	2	343	
Number of Complainants	370	70 333 374 380 351 324						
Repeat Filers	19	9 21 16 23 18 18						
				Com	parati	ve Dat	a	
Complaints by Basis		Pre	vious l	Fiscal `	Year D	ata		
Note: Complaints can be filed alleging multiple bases. The sunthe bases may not equal total complaints filed.	n of	2013	2014	2015	2016	2017	2018Thru06- 30	
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
Completed by Loren			Com	parati	ve Data	a
Complaints by Issue	Pre	vious l	ata			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru06- 30
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

		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 Employ	ment	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
			Con	npara	tive	Data	<u>'</u>
Processing Time	I	Previous	Fiscal	Year	Data	ì	2018Thru06-
	2013	2014	2015	20	16	2017	30
Complaints pending during fi	scal year	•	1				ı
Average number of days in investigation	245.29	297.64	206.70	203	3.10	187.25	168.11
Average number of days in final action	51.39	32.37	32.91	39	.20	33.86	36.57

Average number of days in investigation	242.	04	30)4.′	79 2	10.:	54	210	.16	191	.22	10	56.17	
Average number of days in final action	6.5	4	2	1.2	7 2	20.2	29	27.	.55	23.83		25.56		
Complaint pending during fisc	cal y	eaı	wh	ere	hear	ing	was	no	t req	uest	ed			
Average number of days in investigation	252.	.83 284.95 198.92 200.68								186	5.39	17	75.27	
Average number of days in final action	104.	86	86 45.58 44.27 51.14 45.56								47.52			
							Con	npa	rati	ve D	ata			
Complaints Dismissed by Agency	y		P	re	vious	Fis	scal	Yea	ar D	ata		2018	Fhru06-	
rigency		2	2013		2014	2	2015	2	016	20	17		30	
Total Complaints Dismissed b Agency	ру		34		49		55		58	4	.7		45	
Average days pending prior to dismissal)		88	1	15.92	2 2	47.8	30	0.69	52	.47	1-	40.4	
Compla	aints	V	itho	dra	wn b	y (Com	pla	inan	ts				
Total Complaints Withdrawn Complainants	by		30		48		22		32	2	1		19	
						(Com	paı	rativ	e D	ata			
Total Final Agency Actions	s		Pı	rev	ious	Fis	cal Y	Yea	r Da	ata		2018	Thru06-	
Finding Discrimination		20	13	2	014	20	015	20)16	20	17		30	
	;	#	%	#	%	#	%	#	%	#	%	#	%	
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	n					(Com	ıpa	rativ	e D	ata			
Rendered by Basis			P	re	vious	Fi	scal	Yea	ar D	ata		2018	Thru06-	
Note: Complaints can be filed	d	2013 2014 2015						5 2016 2017				30		
alleging multiple bases. The sum of the bases may not equ total complaints and findings		#	%	#	%	#	%	#	%	#	%	#	%	

otal Number Findings	0		3		4		8		8		4	
Race	0	0	3	100	1	25	1	13	1	13	0	0
Color	0	0	0	0	0	0	1	13	1	13	0	0
Religion	0	0	1	33	0	0	1	13	0	0	0	0
Reprisal	0	0	1	33	2	50	2	25	5	63	1	25
Sex	0	0	1	33	0	0	2	25	4	50	0	0
PDA	0	0	0	0	0	0	0	0	1	13	0	0
National Origin	0	0	0	0	0	0	1	13	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	1	13	0	0	0	0
Disability	0	0	2	67	3	75	3	38	6	75	3	75
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
indings After Hearing	0		1		0		2		1		1	
Race	0	0	1	100	0	0	1	50	0	0	0	0
Color	0	0	0	0	0	0	1	50	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	1	100
Sex	0	0	1	100	0	0	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	1	50	0	0	0	0
Disability	0	0	0	0	0	0	1	50	1	100	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	0		2		4		6		7		3		
Race	0	0	2	100	1	25	0	0	1	14	0	0	
Color	0	0	0	0	0	0	0	0	1	14	0	0	
Religion	0	0	1	50	0	0	1	17	0	0	0	0	
Reprisal	0	0	1	50	2	50	2	33	4	57	0	0	
Sex	0	0	0	0	0	0	2	33	4	57	0	0	
PDA	0	0	0	0	0	0	0	0	1	14	0	0	
National Origin	0	0	0	0	0	0	1	17	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	1	50	0	0	0	0	0	0	0	0	
Disability	0	0	2	100	3	75	2	33	5	71	3	100	
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	
	T	<u>'</u>			C	om	par	ativ	e D	ata			
Findings of Discrimination		P	revi	ious I	Fisc	al Y	Zea	r Da	ıta		2018	Thru06_	
Rendered by Issue	20)13	20)14	20	15	20	16	20)17	2018Thru06- 30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		3		4		8		8		4		
Appointment/Hire	0	0	0	0	0	0	1	13	0	0	0	0	
Assignment of Duties	0	0	0	0	0	0	1	13	0	0	0	0	
Awards	0	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	
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
D ' 1	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	"									_	_	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	U	
		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
Perf. Eval./ Appraisal	0	0	1	33	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	33	3	75	1	13	2	25	1	25
Sexual	0	0	1	33	0	0	2	25	2	25	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	1	13	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	1	13	5	63	2	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	0	0	0	0	0	0	0	0	1	13	0	0
Terms/Conditions of Employment	0	0	1	33	0	0	0	0	1	13	0	0
Time and Attendance	0	0	0	0	1	25	1	13	0	0	1	25
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

Findings After Hearing	0		1		0		2		1		1	
		0				0		0		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	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
Disciplinary Action												
Demotion	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
Suspension	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
Other	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
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	1	100
Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	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	1	50	0	0	0	0
Reassignment				ı		<u> </u>					ı	ı
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	1	50	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	\downarrow_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	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	100	0	0
Time and Attendance	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
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 Without Hearing	0		2		4		6		7		3	
Appointment/Hire	0	0	0	0	0	0	1	17	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	17	0	0	0	0
Awards	0	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
Disciplinary Action				-								
Demotion	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
Suspension	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
Other	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
Perf. Eval./ Appraisal	0	0	1	50	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

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
						Co	om]	para	tiv	e Dat	a	
Pending Complaints Filed Previous Fiscal Years by St			Pı	evio	us l	Fisca	al Y	ear	Da	ıta	2018	3Thru06-
11011000 1 10001 1 cuis by 50	acus		2013	3 20	14	201	5	201	6	2017		30

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
			Com	parati	ve Dat	a
Complaint Investigations	Pre	vious l	Fiscal `	Year D	ata	2018Thru06-
	2013	2014	2015	2016	2017	30
Pending Complaints Where Investigations Exceed Required Time Frames	60	4	18	6	3	2