## Department of Treasury Internal Complaint Activity Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

## Data as of April 1, 2004 - End of third Quarter Fiscal Year 2004

**Note**: 2002 figures reflect Homeland Security divestiture period.

N/A represents data not captured at time posting or not collected in manner required, development is in progress.

		COMPARATIVE DATA										
COMPLAINT ACTIVITY	FY 2004 END OF 3rd QTR	PREVIOUS FISCAL YEAR										
		2003	2002	2001	2000	1999						
Number of Complaints Filed in												
FY 1614.704(a)	612	883	1264	1201	1313	1478						
Number of Complainants												
1614.704(b)	N/A	871	1168	1176	1203	N/A						
Repeat Filers 1614.704(c)												
	N/A	N/A	N/A	N/A	N/A	N/A						

29 CFR §1614.704(d	)	29 CFR §1614.705 COMPARATIVE DATA								
COMPLAINTS BY BASIS	FY2004 END OF									
	3rd QTR	2003	2002	2001	2000	1999				
Race	314	574	513	503	594	976				
Color	0	0	0	0	0	0				
Religion	37	81	62	43	74	120				
National Origin	75	126	193	194	214	356				
Sex (including complaints filed										
under Equal Pay Act)	295	469	487	521	548	969				
Disability	266	376	354	314	331	622				
Age	223	374	424	422	447	696				
Reprisal	346	595	519	555	646	1225				
Non-EEO	0	0	0	0	0	0				
Note: Data not collected by Cole	or - Color	included	l in basis	"Race"						

29 CFR §1614.704(e)	)	29 CFR §1614.705 COMPARATIVE DATA									
COMPLAINTS BY ISSUE	FY2004 END OF										
	3rd QTR	2003	2002	2001	2000	1999					
Appointment/Hire	14	10	17	28	16	33					
Assignment of Duties	112	191	164	109	118	353					
Awards	16	44	38	25	35	132					
Conversion to Full-time	0	0	1	1	3	0					
Disciplinary Action											
Demotion	6	6	18	14	11	25					

Reprimand	42	130	53	60	38	119
Suspension	32	40	26	21	32	81
Removal	0	0	74	0	0	0
Other	0	0	0	0	0	0
Duty Hours	3	28	15	11	90	60
Evaluation/Appraisal	215	36	169	154	179	542
Examination/Test	0	367	2	0	0	3
Harrasment						
Non-Sexual	354	606	347	330	351	875
Sexual	15	17	40	68	53	38
Medical Examination	0	0	0	0	0	N/A
Pay (Including Overtime)	11	36	23	21	10	34
Promotion/Non-Selection	277	395	385	453	46	1156
Reassignment					-	
Denied	19	62	30	32	40	77
Directed	51	54	56	40	46	138
Reasonable Accommodation		0	7	0	0	0
Reinstatement	11	15	17	5	4	12
Retirement	7	4	16	12	10	28
Termination	78	138	0	66	68	208
Terms/Conditions of						
Employment	109	176	220	214	233	542
Time and Attendance	143	202	123	96	87	319
Training	39	74	52	74	78	175
Other	0	0	0	0	0	0

29 CFR §1614.704(f)							
Processing Time "post the average leng takes to complete each step of the proces	ss for every	2004 END OF 3rd QT					
complaint that is pending during any time fiscal year"	or the then	NUMBER	AVERAGE DAYS				
All complaints pending in Investigative Stage	1614.704(f)	322	175.31				
All complaints pending in Final Agency Action	(1)	77	445.08				
All complaints pending in which Hearing was not	1614.704(f)						
requested	(2)	77	445.08				
Time in Investigation Stage		N/A	N/A				
Time to issue Final Agency Action		N/A	N/A				
All complaints pending in which a Hearing was	1614.704(f)						
requested	(3)	453	846.32				
Time in Investigation Stage		N/A	N/A				
Time to issue Final Agency Action		N/A	N/A				

29 CFR §1614.704(g	29 CFR §1614.705 COMPARATIVE DATA							
	P	REVIOL	JS FISC	AL YEA	R			
COMPLAINTS DISMISSED BY AGENCY PURSUANT TO 1614.107(a)	FY2004 END OF 3rd QTR	2003	2002	2001	2000	1999		

Total Complaints Dismissed by Agency	116	275	337	377	344	550
Average days pending prior to dismissal	117.86	133.71	126.68	189.97	143.79	137.16

29 CFR §1614.704(h)				29 CFR §1614.705 COMPARATIVE DATA									
TOTAL FINAL AGENCY	200	94	PREVIOUS FISCAL YEAR										
ACTIONS INVOLVING	3rd C	2TR	20	03	2002		2001		20	00	19	99	
DISCRIMINATION	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings													
704(h)(1)	10	100	9	100	2	100	6	100	4	100	4	100	
Without Hearing 704(h)(2)	1	10	1	11	0	0	0	0	0	0	0	0	
With Hearing 704(h)(3)	9	90	8	89	2	100	6	100	4	100	4	100	

29 CFR §1614.704	4(i)		29 CFR §1614.705 COMPARATIVE DATA										
FINDINGS OF	200	4			PREV	IOUS F	ISCA	L YEA	R				
DISCRIMINATION	3rd C	2TR	2003 2002				20	001	20	00	19	99	
RENDERED BY BASIS	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings													
704(i)(1)	14	100	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Race	3	21.43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Color	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Religion	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
National Origin	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Sex (include Equal Pay Act)													
	3	21.43	N/A	N/A	N/A		N/A			N/A			
Disability	3	21.43	N/A	N/A	N/A		N/A			N/A	N/A		
Age	1	7.14	N/A	N/A	N/A		N/A			N/A			
Reprisal	4	28.57	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Number Findings Rendered													
Without Hearing 704(i)(2)	1	100	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Race	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Color	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Religion	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
National Origin	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Sex (include Equal Pay Act)													
	0	N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A	N/A	
Disability	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Age	0	N/A	N/A	N/A	N/A	N/A				N/A	N/A		
Reprisal	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Number Findings Rendered													
After Hearing 704(i)(3)	13	100	N/A	N/A	N/A	N/A	N/A			N/A	N/A	N/A	
Race	3	23.08	N/A	N/A	N/A	N/A	N/A			N/A	N/A	N/A	
Color	0	N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A	N/A	
Religion	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
National Origin	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Sex (include Equal Pay Act)	3	23.08	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Disability	2	15.38	N/A	N/A	N/A	N/A				N/A			

| Age      | 1 | 7.69  | N/A |
|----------|---|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Reprisal | 4 | 30.77 | N/A |

29 CFR §1614.70	)4(j)			29 CFF	R §1614	4.705 C	OMP	ARATI	IVE D			
FINDINGS OF DISCRIMINATION	2004 EN 3rd QTR				PREV	IOUS F	ISCA	L YEA	R			
RENDERED BY ISSUE		Brun	2003 2002		20	2001		00	19	99		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(j)(1)	10	100		N/A	N/A		N/A				N/A	
Appointment/Hire	0	N/A	N/A	N/A	N/A	N/A			N/A		N/A	
Assignment of Duties	0	N/A	N/A	N/A	N/A	N/A					N/A	
Awards	1	10	N/A	N/A	N/A	N/A			N/A		N/A	
Conversion to Full-time	0	N/A	N/A	N/A	N/A	N/A			N/A			
Disciplinary Action	0	N/A	N/A	N/A	N/A	N/A			N/A			
Demotion	0	N/A	N/A	N/A	N/A	N/A			N/A			
Reprimand	0	N/A	N/A	N/A	N/A	N/A			N/A			
Suspension	0	N/A	N/A	N/A	N/A	N/A			N/A		N/A	
Removal	0	N/A	N/A	N/A	N/A	N/A			N/A		N/A	
Other	0	N/A	N/A	N/A	N/A	N/A			N/A			
Duty Hours	0	N/A	N/A	N/A	N/A	N/A			N/A			
Evaluation Appraisal	1	10	N/A	N/A	N/A	N/A			N/A		N/A	
Examination/Test	0	N/A	N/A	N/A	N/A	N/A			N/A	N/A	N/A	-
Harassment	1	10	N/A	N/A	N/A	N/A			N/A		N/A	
Non-Sexual	1	N/A	N/A	N/A	N/A	N/A			N/A			
Sexual	0	N/A	N/A	N/A	N/A	N/A			N/A			
Medical Examination	0	N/A	N/A	N/A	N/A	N/A			N/A			
Pay (Including Overtime)	0	N/A	N/A	N/A	N/A	N/A			N/A		N/A	
Promotion/Non-Selection	3	30	N/A	N/A	N/A	N/A			N/A		N/A	
Reassignment	1	10	N/A	N/A	N/A	N/A			N/A		N/A	
Denied	1	N/A	N/A	N/A	N/A	N/A					N/A	
Directed	0	N/A	N/A	N/A	N/A	N/A			N/A		N/A	
Reasonable Accommodation	0	N/A	N/A	N/A	N/A	N/A			N/A		N/A	
Reinstatement	0	N/A	N/A	N/A	N/A	N/A			N/A		N/A	
Retirement	0	N/A	N/A	N/A	N/A	N/A			N/A		N/A	
Termination	1	10	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Terms/Conditions of		10		N. / A	NI ( A							
Employment	1	10		N/A			N/A				N/A	
Time and Attendance	0	N/A	N/A	N/A	N/A		N/A				N/A	
Training	0	N/A	N/A	N/A	N/A		N/A				N/A	
Other		10	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Findings Without Hearing		100	0	100	0	0	0	0	_		2	20
704(j)(2)	1	100		100	0	0						
Appointment/Hire	0	N/A	N/A	N/A	N/A		N/A				N/A	
Assignment of Duties	0	N/A	N/A	N/A	N/A		N/A				N/A	
Awards	0	N/A	N/A	N/A	N/A		N/A				N/A	
Conversion to Full-time	0	N/A	N/A	N/A	N/A		N/A				N/A	
Disciplinary Action	0	N/A	N/A	N/A	N/A		N/A				N/A	
Demotion	0	N/A	N/A	N/A	N/A		N/A				N/A	
Reprimand	0	N/A	N/A	N/A	N/A		N/A				N/A	
Suspension	0	N/A	N/A	N/A	N/A		N/A				N/A	
Removal	0	N/A	N/A	N/A	N/A		N/A				N/A	
Other	0	N/A	N/A	N/A	N/A		N/A				N/A	
Duty Hours	0	N/A	N/A	N/A	N/A	IN/A	N/A	IN/A	IN/A	IN/A	N/A	IN/A

Evaluation Appraisal	0	N/A	N/A	N/A	N/A	N/A I	N/A	N/A	N/A	N/A	N/A	N/A
Examination/Test	0	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Harassment	0	N/A	N/A	N/A	N/A		N/A				N/A	
Non-Sexual	0	N/A	N/A	N/A	N/A		N/A					
Sexual	0	N/A	N/A	N/A	N/A		N/A		N/A			N/A
Medical Examination	0	N/A	N/A	N/A	N/A		N/A		N/A			N/A
Pay (Including Overtime)	0	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Promotion/Non-Selection	0	N/A	N/A	N/A	N/A		N/A		N/A			
Reassignment	0	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Denied	0	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Directed	0	N/A	N/A	N/A	N/A		N/A		N/A			
Reasonable Accommodation	0	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Reinstatement	0	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Retirement	0	N/A	N/A	N/A	N/A		N/A		N/A			N/A
Termination	1	100	N/A	N/A	N/A		N/A		N/A			
Terms/Conditions of		100	11771	14774	14/71	10/70	4774	14/71	14/74	14/71	11771	1 1/ / 1
Employment	0	N/A	N/A	N/A	N/A	N/A I		Ν/Δ	Ν/Δ	Ν/Δ	N/A	Ν/Δ
Time and Attendance	0	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
	0	N/A	N/A	N/A	N/A		N/A				N/A	
Training	0	N/A	N/A	N/A	N/A		N/A			N/A		
Other	0	N/A	N/A	N/A	N/A	N/A I	W/A	IN/A	N/A	N/A	N/A	N/A
Findings After Hearing	9	N/A	0	0	18	100	21	100	10	70	10	70
704(j)(3)	9	N/A	0 N/A	0 N/A	N/A		∠ı N/A		N/A			
Appointment/Hire							N/A		N/A			
Assignment of Duties	0	N/A 10	N/A N/A	N/A N/A	N/A N/A		N/A		N/A			
Awards	1				N/A							
Conversion to Full-time	0	N/A N/A	N/A	N/A	N/A		N/A N/A		N/A			N/A N/A
Disciplinary Action			N/A	N/A					N/A			
Demotion	0	N/A N/A	N/A N/A	N/A N/A	N/A N/A		N/A N/A		N/A N/A		N/A N/A	
Reprimand	0	N/A	N/A	N/A	N/A		N/A		N/A			N/A
Suspension	0	N/A	N/A	N/A	N/A		N/A		N/A	N/A		N/A
Removal	0	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Other	0	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Duty Hours	1	N/A 10	N/A N/A	N/A N/A	N/A		N/A		N/A			
Evaluation Appraisal	0	N/A	N/A	N/A	N/A		N/A				N/A	
Examination/Test	1	10	N/A	N/A	N/A						N/A	
Harassment	1	N/A	N/A	N/A	N/A	N/A [ N/A [			N/A	N/A	N/A	
Non-Sexual	0	N/A	N/A	N/A	N/A	N/A I					N/A	
Sexual	0	N/A	N/A	N/A	N/A	N/A I					N/A	
Medical Examination	0	N/A	N/A	N/A	N/A	N/A I					N/A	
Pay (Including Overtime)	3	30	N/A	N/A	N/A	N/A I					N/A	
Promotion/Non-Selection	3 1	10	N/A	N/A	N/A	N/A I					N/A	
Reassignment	1	N/A	N/A	N/A	N/A	N/A I				N/A		
Denied	0	N/A	N/A	N/A	N/A	N/A I			N/A			
Directed	0	N/A	N/A	N/A	N/A	N/A I					N/A	
Reasonable Accommodation	0	N/A	N/A		N/A						N/A	
Reinstatement	0	N/A N/A	N/A N/A	N/A N/A	N/A	N/A [ N/A [					N/A	
Retirement	0	N/A	N/A	N/A	N/A		N/A				N/A	
Termination	U	IN/A	IN/A	IN/A	IN/A	IN/A I	N/A	IN/A	IN/A	IN/A	IN/A	IN/A
Terms/Conditions of	1	10	N/A	N/A	N/A	N/A I	NI / A	NI / A	NI / A	NI / A	N/A	NI / A
Employment	0	N/A	N/A	N/A	N/A	N/A I					N/A	
Time and Attendance	0	N/A	N/A N/A	N/A N/A	N/A	N/A I					N/A	
Training	1	N/A 10	N/A	N/A	N/A	N/A I					N/A	
Other	I	IU	IN/A	N/A	N/A	N/A I	N/ A	IN/A	IN/A	IN/A	IN/A	IN/A

COMPLAINTS PENDING	2004	PREVIOUS FISCAL YEAR							
FROM PREVIOUS FISCAL YEARS BY STATUS	END OF 3rd QTR	2003	2002	2001	2000	1999			
Total complaints from previous									
fiscal years 704(k)(1)	1033	1795	1830	1883	1806	1616			
Total Complainants 704(k)(2)	N/A	N/A	N/A	N/A	N/A	N/A			
Number complaints pending [as of 9/30]: 704(k)(3)									
Investigation	322	268	542	512	543	480			
ROI issued, pending									
Complainant's action	30	N/A	N/A	N/A	N/A	N/A			
Hearing	453	542	993	995	925	834			
Written Notification	N/A	N/A	N/A	N/A	N/A	N/A			
Final Agency Action	77	75	185	233	250	226			
Appeals	N/A	N/A	N/A	N/A	N/A	N/A			

29 CFR §1614.704(I)		29 CFR §1614.705 COMPARATIVE						
COMPLAINT	2004 END OF					R		
INVESTIGATIONS	3rd QTR	2003	2002	2001	2000	1999		
Number Pending Completion of Investigation	322	268	542	512	543	480		
Pending Investigations Beyond Authorized Time Frames								
	41	N/A	N/A	N/A	102	73		

This page was last modified on July 15, 2004.