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

Data as of October 1, 2003 - End of Fourth 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 4th QTR	PREVIOUS FISCAL YEAR										
		2003	2002	2001	2000	1999						
Number of Complaints												
Filed in FY 1614.704(a)	821	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	4(d)	29 CFR §1614.705 COMPARATIVE DATA								
COMPLAINTS BY BASIS	FY2004 END OF	P	REVIOU	IS FISC	AL YEA	R				
	4th QTR	2003	2002	2001	2000	1999				
Race	422	574	513	503	594	976				
Color	0	0	0	0	0	0				
Religion	49	81	62	43	74	120				
National Origin	110	126	193	194	214	356				
Sex (including complaints										
filed under Equal Pay Act)	387	469	487	521	548	969				
Disability	364	376	354	314	331	622				
Age	292	374	424	422	447	696				
Reprisal	450	595	519	555	646	1225				
Non-EEO	0 0 0 0									

Note: Data not collected by Color - Color included in basis "Race"

29 CFR §1614.704	4(e)	29 CFR §1614.705 COMPARATIVE DATA							
COMPLAINTS BY ISSUE	FY2004 END OF	Р	REVIOU	IS FISC	AL YEA	R			
	4th QTR	2003	2002	2001	2000	1999			
Appointment/Hire	14	10	17	28	16	33			
Assignment of Duties	137	191	164	109	118	353			
Awards	20	44	38	25	35	132			
Conversion to Full-time	1	0	1	1	3	0			

Disciplinary Action						
Demotion	9	6	18	14	11	25
Reprimand	70	130	53	60	38	119
Suspension	37	40	26	21	32	81
Removal	0	0	74	0	0	0
Other	0	0	0	0	0	0
Duty Hours	12	28	15	11	90	60
Evaluation/Appraisal	295	36	169	154	179	542
Examination/Test	0	367	2	0	0	3
Harrasment						
Non-Sexual	478	606	347	330	351	875
Sexual	20	17	40	68	53	38
Medical Examination	0	0	0	0	0	N/A
Pay (Including Overtime)	18	36	23	21	10	34
Promotion/Non-Selection	340	395	385	453	46	1156
Reassignment						
Denied	27	62	30	32	40	77
Directed	61	54	56	40	46	138
Reasonable		0	7	0	0	0
Reinstatement	11	15	17	5	4	12
Retirement	9	4	16	12	10	28
Termination	112	138	0	66	68	208
Terms/Conditions of						
Employment	148	176	220	214	233	542
Time and Attendance	193	202	123	96	87	319
Training	60	74	52	74	78	175
Other	0	0	0	0	0	0

29 CFR §1614.704(f)							
Processing Time "post the average ler takes to complete each step of the processing takes to complete each step of takes to complete each step of the processing takes to complete each step of takes the processing		2004 END OF 4th QTR					
complaint that is pending during any tin fiscal year"	ne of the then	NUMBER	AVERAGE DAYS				
All complaints pending in Investigative Stage	1614.704(f)	312	210.32				
All complaints pending in Final Agency	(1)	91	476.86				
All complaints pending in which Hearing was	1614.704(f)						
not requested	(2)	91	476.86				
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	1614.704(f)						
was requested	(3)	408	860.61				
Time in Investigation Stage		N/A	N/A				
Time to issue Final Agency Action		N/A	N/A				

29 CFR §1614.705 COMPARATIVE DATA

29 CFR §1614.704(g)

		Р	REVIOU	IS FISC	AL YEA	R
COMPLAINTS DISMISSED BY AGENCY PURSUANT TO 1614.107(a)	FY2004 END OF 4th QTR	2003	2002	2001	2000	1999
Total Complaints Dismissed by Agency	138	275	337	377	344	550
Average days pending prior to dismissal	178.21	133.71	126.68	189.97	143.79	####

29 CFR §1614	.704(h)	29 CFR §1614.705 COMPARATIVE DATA										
TOTAL FINAL AGENCY	200	4			PRE	VIOUS	FIS	CAL YEA	.R			
ACTIONS INVOLVING	4th Q	TR									99	
DISCRIMINATION	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(h)(1)	10	100	9	100	2	100	6	100	4	100	4	100
Without Hearing	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(i)			29 C	FR §16	14.705	CON	IPARAT	I VE C	АТА		
FINDINGS OF	2004	4			PRE	VIOUS	FIS	CAL YEA	ıR			
DISCRIMINATION	4th Q	TR	20	03	20	02	2	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			N/A	N/A
Disability	3	21.43	N/A	N/A	N/A	N/A	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	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
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	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									
Race	3	23.08	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												
Pav Act)	3	23.08	N/A									
Disability	2	15.38	N/A									
Age	1	7.69	N/A									
Reprisal	4	30.77	N/A									

29 CFR §1614	.704(j)			29 C	FR §16	14.705	CON	/IPARAT	IVE C	ATA		
FINDINGS OF DISCRIMINATION	2004 EN							CAL YEA				
RENDERED BY ISSUE	401 Q110	DAIA	20	03	20	02	2	001	20	00	19	99
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(j)(1)	10	100	N/A	N/A	N/A	N/A	N/A	N/A	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	N/A	N/A	N/A	N/A
Assignment of Duties	0	N/A	N/A	N/A	N/A	N/A	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	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	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	N/A	N/A	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
Reprimand	0	N/A	N/A	N/A	N/A	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	N/A	N/A	N/A
Removal	0	N/A	N/A	N/A	N/A	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	N/A	N/A	N/A	N/A
Duty Hours	0	N/A	N/A	N/A	N/A	N/A	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	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	N/A	N/A	N/A
Harassment	1	10	N/A	N/A	N/A	N/A	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	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	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	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	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	N/A	N/A	N/A	N/A
Reassignment	1	10	N/A	N/A	N/A	N/A	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	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	N/A	N/A	N/A	N/A
Reasonable	0	N/A	N/A	N/A	N/A	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	N/A	N/A	N/A	N/A
Retirement	0	N/A	N/A	N/A	N/A	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												
Employment	1	10	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A
Time and Attendance	0	N/A	N/A	N/A	N/A	N/A	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	N/A	N/A	N/A	N/A	N/A
Other	1	10	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Findings Without												I
Hearing 704(j)(2)	1	100	2	100	0	0	0	0	3	30	3	30
Appointment/Hire	0	N/A										
Assignment of Duties	0	N/A										
Awards	0	N/A										
Conversion to Full-time	0	N/A										
Disciplinary Action	0	N/A										
Demotion	0	N/A										
Reprimand	0	N/A										
Suspension	0	N/A										
Removal	0	N/A										
Other	0	N/A										
Duty Hours	0	N/A										
Evaluation Appraisal	0	N/A										
Examination/Test	0	N/A										
Harassment	0	N/A										
Non-Sexual	0	N/A										
Sexual	0	N/A										
Medical Examination	0	N/A										
Pay (Including Overtime)	0	N/A										
Promotion/Non-Selection	0	N/A										
Reassignment	0	N/A										
Denied	0	N/A										
Directed	0	N/A										
Reasonable	0	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A		N/A
Reinstatement	0	N/A										
Retirement	0	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Termination	1	100	N/A									
Terms/Conditions of												
Employment	0	N/A	N/A	N/A	N/A	N/A		N/A				N/A
Time and Attendance	0	N/A		N/A		N/A						
Training	0	N/A	N/A	N/A	N/A	N/A		N/A				N/A
Other	0	N/A										
Findings After Hearing												
704(j)(3)	9	N/A	0	0	18	100		100				70
Appointment/Hire	0	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				N/A
Disciplinary Action	0	N/A	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				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
Removal	0	N/A	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
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				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		N/A
Pay (Including Overtime)	0	N/A	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									

Denied	1	N/A										
Directed	0	N/A										
Reasonable	0	N/A										
Reinstatement	0	N/A										
Retirement	0	N/A										
Termination	0	N/A										
Terms/Conditions of												
Employment	1	10	N/A									
Time and Attendance	0	N/A										
Training	0	N/A										
Other	1	10	N/A									

20.050.54/44.704/1-)		20 OFD \$4/44 ZOF COMPARATIVE							
29 CFR §1614.704(k)		29 CFR §1614.705 COMPARATIVE							
COMPLAINTS PENDING	2004 END OF 4th QTR	PREVIOUS FISCAL YEAR							
FROM PREVIOUS FISCAL YEARS BY STATUS		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	312	268	542	512	543	480			
ROI issued, pending									
Complainant's action	40	N/A	N/A	N/A	N/A	N/A			
Hearing	408	542	993	995	925	834			
Written Notification	N/A	N/A	N/A	N/A	N/A	N/A			
Final Agency Action	91	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 INVESTIGATIONS	2004 END OF	PREVIOUS FISCAL YEAR						
INVESTIGATIONS	4th QTR	2003	2002	2001	2000	1999		
Number Pending								
Completion of								
Investigation	312	268	542	512	543	480		
Pending Investigations								
Beyond Authorized Time								
Frames	75	N/A	N/A	N/A	102	73		

This page was last modified on October 18, 2004.