

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

Data as of December 31, 2003 - End of First Quarter FY 2004

Note: 2002 figures prior to Homeland Sec.formation (all bureaus included) explains diff. in figures btw. 2002 to 2003
N/A -Represents all data that was not captured in manner required, development of data is in progress.

COMPLAINT ACTIVITY	FY 2004 END of 1ST QUARTER	COMPARATIVE DATA				
		PREVIOUS FISCAL YEAR				
		2003	2002	2001	2000	1999
Number of Complaints Filed in FY 1614.704(a)	231	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 1ST QTR	PREVIOUS FISCAL YEAR				
		2003	2002	2001	2000	1999
Race	62	574	513	503	594	976
Color	0	0	0	0	0	0
Religion	9	81	62	43	74	120
National Origin	21	126	193	194	214	356
Sex (including complaints filed under Equal Pay Act)	76	469	487	521	548	969
Disability	95	376	354	314	331	622
Age	44	374	424	422	447	696
Reprisal	78	595	519	555	646	1225
Other	0	0	0	0	0	0

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

29 CFR §1614.704(e)		29 CFR §1614.705 COMPARATIVE DATA				
COMPLAINTS BY ISSUE	FY2004 END OF 1ST QTR	PREVIOUS FISCAL YEAR				
		2003	2002	2001	2000	1999
Appointment/Hire	14	10	17	28	16	33
Assignment of Duties	35	191	164	109	118	353
Awards	5	44	38	25	35	132
Conversion to Full-time	0	0	1	1	3	0
Disciplinary Action						
Demotion	3	6	18	14	11	25
Reprimand	14	130	53	60	38	119

Suspension	6	40	26	21	32	81
Removal	0	0	74	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	28	15	11	90	60
Evaluation Appraisal	43	36	169	154	179	542
Examination/Test	0	367	2	0	0	3
Harrasment						
Non-Sexual	105	606	347	330	351	875
Sexual	6	17	40	68	53	38
Medical Examination	0	0	0	0	0	N/A
Pay (Including Overtime)	1	36	23	21	10	34
Promotion/Non-Selection	76	395	385	453	46	1156
Reassignment						
Denied	16	62	30	32	40	77
Directed	18	54	56	40	46	138
Reasonable Accommodation		0	7	0	0	0
Reinstatement	11	15	17	5	4	12
Retirement	5	4	16	12	10	28
Termination	12	138	0	66	68	208
Terms/Conditions of Employment	28	176	220	214	233	542
Time and Attendance	37	202	123	96	87	319
Training	12	74	52	74	78	175
Other	0	0	0	0	0	0

29 CFR §1614.704(f)			
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		2004 END OF 1ST QTR	
		NUMBER	AVERAGE DAYS
All complaints pending in Investigative Stage	1614.704(f)	496	299.17
All complaints pending in Final Agency Action	(1)	53	515.21
All complaints pending in which Hearing was not requested	1614.704(f)	549	402.21
Time in Investigation Stage	(2)	N/A	N/A
Time to issue Final Agency Action		N/A	N/A
All complaints pending in which a Hearing was requested	1614.704(f)	570	515.21
Time in Investigation Stage	(3)	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				
		PREVIOUS FISCAL YEAR				
COMPLAINTS DISMISSED BY AGENCY PURSUANT TO 1614.107(a)	FY2004 END OF 1ST QUARTER	2003	2002	2001	2000	1999
Total Complaints Dismissed by Agency	38	275	337	377	344	550

Average days pending prior to dismissal	113.34	134	126.7	190	144	137.16
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29 CFR §1614.704(h)			29 CFR §1614.705 COMPARATIVE DATA									
TOTAL FINAL AGENCY ACTIONS FINDING DISCRIMINATION	2004		PREVIOUS FISCAL YEAR									
	1ST QTR		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	9	100	5	100	18	100	11	100	10	100	5	100
Without Hearing 704(h)(2)	0	0	2	40	0	0	0	0	3	30	0	0
With Hearing 704(h)(3)	9	100	3	60	18	100	11	11	7	70	5	100

29 CFR §1614.704(i)			29 CFR §1614.705 COMPARATIVE DATA									
FINDINGS OF DISCRIMINATION RENDERED BY BASIS	2004		PREVIOUS FISCAL YEAR									
	1ST QTR		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	1	100	2	100	3	100	11	100	6	#	0	100
Number Findings Rendered Without Hearing 704(i)(2)	0	0	2	100	0	0	0	0	3	50	0	0
Number Findings Rendered After Hearing 704(i)(3)	1	100	0	0	3	100	11	100	3	50	0	0
Race	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Color	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Religion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
National Origin	N/A	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)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Disability	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Age	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

29 CFR §1614.704(j)			29 CFR §1614.705 COMPARATIVE DATA									
FINDINGS OF DISCRIMINATION RENDERED BY ISSUE	2004 END OF 1ST QUARTER DATA		PREVIOUS FISCAL YEAR									
			2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	1	100	2	100	3	100	11	100	6	100	0	100

Findings Without Hearing 704(j)(2)	0	0	0	0	0	0	0	0	3	50	0	0
Findings After Hearing 704(j)(3)	1	100	2	100	3	100	11	100	3	50	0	0
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Awards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Disciplinary Action	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Demotion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Suspension	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Removal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Evaluation Appraisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Harassment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Reassignment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Denied	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Directed	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Retirement	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Termination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Terms/Conditions of	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Time and Attendance	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0

29 CFR §1614.704(k)		29 CFR §1614.705 COMPARATIVE DATA				
COMPLAINTS PENDING FROM PREVIOUS FISCAL YEARS BY STATUS	2004 END OF 1ST QUARTER	PREVIOUS FISCAL YEAR				
		2003	2002	2001	2000	1999
Total complaints from previous fiscal years 704(k)(1)	997	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	380	617	708	600	619	DATA NOT AVAILA BLE
ROI issued, pending Complainant's action	0	0	0	0	0	
Hearing	542	993	995	925	786	
Final Agency Action	75	185	233	250	211	

29 CFR §1614.704(I)		29 CFR §1614.705 COMPARATIVE DATA				
COMPLAINT INVESTIGATIONS	2004 END OF 1ST QTR	PREVIOUS FISCAL YEAR				
		2003	2002	2001	2000	1999
Number Pending Completion of Investigation	496	268	542	512	543	480
Pending Investigations Over Required Time Frames	59	N/A	N/A	N/A	N/A	N/A

Note: N/A indicates DATA not previously captured in the Department's Complaint Tracking System and, therefore, not readily available at the time of this posting.

This page was last modified on January 30, 2004.