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

## **Department of the Treasury**

## For 3rd Quarter 2012 for period ending June 30, 2012

\*\*mixed cases are included in this report.\*\*

		<b>Comparative Data</b>										
<b>Complaint Activity</b>	]	Previou	s Fisca	l Year	Data		2012					
	2007	2008	200	9 20	10 2	2011	Thru 06-30					
Number of Complaints Filed	541	485	434	4 4.	37	415	307					
Number of Complainants	495	456	393	3 4	13	360	291					
Repeat Filers	37	25	36	2	2	38	15					
Convelointe her Dorio			C	ompara	ative D	ata						
Complaints by Basis		Pre	evious	Fiscal	Year D	ata	2012					
Note: Complaints can be filed all multiple bases.The sum of the bas not equal total complaints filed.	0 0	2007	2008	2009	2010	2011	Thru 06- 30					
Race		215	209	173	192	153	127					
Color		34	28	25	28	21	23					
Religion		19	26	11	18	21	6					
Reprisal		202	203	197	207	189	137					
Sex		159	178	150	132	121	98					
National Origin		40	51	32	32	27	24					
Equal Pay Act		2	4	4	2	0	1					
Age		136	157	136	126	99	79					
Disability		131	109	107	108	120	105					

Non-EEO	20	37	28	22	25	11
Compleints by Issue		С	ompara	ative D	ata	
Complaints by Issue	Pro	evious	Fiscal Y	ata	2012	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 06- 30
Appointment/Hire	22	20	22	18	12	11
Assignment of Duties	71	55	50	50	62	45
Awards	15	16	13	11	9	8
Conversion to Full-time	0	2	1	1	1	1
Disciplinary Action			-	-		-
Demotion	8	5	1	0	5	3
Reprimand	15	20	19	20	20	15
Suspension	16	13	22	27	18	15
Removal	7	5	8	4	7	4
Other	14	23	14	14	10	16
Duty Hours	12	14	12	12	6	6
Evaluation Appraisal	89	85	72	78	88	62
Examination/Test	1	0	0	3	1	1
Harassment			-	-		-
Non-Sexual	229	240	191	195	167	128
Sexual	21	21	14	13	16	7
Medical Examination	0	3	2	4	3	0
Pay (Including Overtime)	16	17	16	21	12	9
Promotion/Non-Selection	101	127	108	99	57	44
Reassignment						
Denied	8	8	7	11	11	4

Directed		8	16	9	12	7	13
Reasonable Accommodation		49	32	32	27	32	26
Reinstatement		5	2	0	1	3	1
Retirement		4	6	3	3	3	1
Termination		27	42	23	58	53	33
Terms/Conditions of Employmer	nt	40	49	41	36	57	64
Time and Attendance		34	33	31	37	48	32
Training		26	24	19	31	34	11
Other		2	2	6	0	1	4
		(	Compa	rative	Data	l	
<b>Processing Time</b>		Previous	Fiscal	Year l	Data		2012
	2007	2008	2009	20	10	2011	Thru 06-30
Complaints pending during fiscal	l year	1	1		I		1
Average number of days in investigation	265.46	266.48	160.9	1 184	.34	170.84	192.74
Average number of days in final action	111.46	101.71	145.1	5 135	.98	33.47	36.90
Complaint pending during fiscal	year whe	re hearing	g was r	equeste	ed		1
Average number of days in investigation	254.29	269.47	27.89	) 181	.05	174.86	196.48
Average number of days in final action	10.85	7.37	6.22	7.6	59	5.52	6.19
Complaint pending during fiscal	year whe	re hearin	g was n	ot requ	lestec	1	
Average number of days in investigation	278.92	263.64	249.0	7 187	.37	161.58	187.65
Average number of days in final action	189.77	173.33	243.6	8 230	.47	69.10	68.49
Complaints Dismissed by A	gency		Co	ompara	ative	Data	

				Pı	revi	ous	Fisc	al Y	ear	Da	ta		2012
			20	07	20	)08	20	09	201	0	2011		Thru 06- 30
Total Complaints Dismissed by Ag	gency	ency		76		56	5 7		55	5 4			34
Average days pending prior to disr	nissa	issal 2		245		271 15		8	195	5	119		274
<b>Complaints</b>	With	Vithdrawn			Co	mpl	aina	nts					
Total Complaints Withdrawn by Complainants		6			64 74			3	35		38		26
					С	om	para	tive	e Dat	ta			
Total Final Agency Actions		Previo				Fisc	al Y	ear	Dat	a			012
Finding Discrimination	2	2007		20	08	20	)09	20	010	20	)11		hru 5-30
	#	# %		¥	%	#	%	#	%	#	%	#	%
Total Number Findings	10		(	5		7		8		5		5	
Without Hearing	4	40	)	L	17	5	71	4	50	1	20	5	100
With Hearing	6	60	)	5	83	2	29	4	50	4	80	0	0
Findings of Discrimination					С	omp	parat	tive	Dat	a			
<b>Rendered by Basis</b>		]	Previous Fiscal Year Data								2012		
Note: Complaints can be filed	20	07	2008			2009			2010		2011		<sup>°</sup> hru 6-30
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#		%	#	%	#	%	#	%	#	%
Total Number Findings	10		6			7		8		5		5	
Race	0	0	0		0	2	29	3	38	1	20	1	20
Color	0	0	0		0	1	14	0	0	0	0	0	0
Religion	0	0	0		0	0	0	0	0	0	0	0	0
Reprisal	6	6 60 2			33	3	43	2	25	2	40	2	40
Sex	1	10	0		0	2	29	2	25	0	0	2	40
National Origin	1	10	0		0	0	0	3	38	0	0	0	0

						_						
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	17	0	0	0	0	2	40	1	20
Disability	2	20	3	50	1	14	1	13	1	20	1	20
Non-EEO	1	10	0	0	0	0	0	0	0	0	0	0
	6		5		2		4		4		0	
Findings After Hearing	6											
Race	0	0	0	0	0	0	2	50	1	25	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	4	67	2	40	2	100	0	0	2	50	0	0
Sex	1	17	0	0	0	0	1	25	0	0	0	0
National Origin	1	17	0	0	0	0	2	50	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	20	0	0	0	0	2	50	0	0
Disability	1	17	2	40	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	1				1							
Findings Without Hearing	3		1		5		4		0		2	
Race	0	0	0	0	2	40	1	25	0	0	0	0
Color	0	0	0	0	1	20	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	33	0	0	1	20	2	50	0	0	1	5(
Sex	0	0	0	0	2	40	1	25	0	0	0	0
National Origin	0	0	0	0	0	0	1	25	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	0	0	0	0	0	0

Disability	1	33	1	100	1	20	1	25	0	0	1	50	
Non-EEO	1	33	0	0	0	0	0	0	0	0	0	0	
				С	omp	para	tive	Dat	a				
Findings of Discrimination		F	Prev	vious 1	Fisc	al Y	ear	Dat	a			)12 hru	
Rendered by Issue	20	07	2	008	20	)09	20	)10	2011			6-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	10		6		7		8		5		5		
Appointment/Hire	0	0	0	0	0	0	0	0	1	20	0	0	
Assignment of Duties	0	0	0	0	1	14	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	1	20	
Conversion to Full-time	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	1	14	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	1	20	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	1	10	0	0	0	0	0	0	0	0	0	0	
Evaluation Appraisal	2	20	0	0	0	0	1	13	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment	-												
Non-Sexual	4	40	2	33	3	43	3	38	1	20	4	80	
Sexual	0	0	0	0	1	14	1	13	0	0	0	0	
Medical Examination	0	0	0	0	1	14	0	0	0	0	0	0	
Pay (Including Overtime)	1	10	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	1	10	0	0	2	29	1	13	1	20	0	0	

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	1	10	1	17	0	0	1	13	0	0	0	0
Reinstatement	0	0	1	17	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	2	25	0	0	1	20
Terms/Conditions of Employment	4	40	2	33	0	0	3	38	1	20	0	0
Time and Attendance	2	20	0	0	0	0	0	0	1	20	0	0
Training	0	0	0	0	0	0	1	13	0	0	1	20
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	6		5		2		4		4		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	25	0	0
Assignment of Duties	0	0	0	0	1	50	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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	1	25	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
Evaluation Appraisal	1	17	0	0	0	0	1	25	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

Harassment												
Non-Sexual	3	50	2	40	1	50	1	25	1	25	0	0
Sexual	0	0	0	0	1	50	1	25	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	17	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	17	0	0	0	0	1	25	1	25	0	0
Reassignment				-		<u>.</u>	-					
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	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	1	20	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	2	50	0	0	0	0
Terms/Conditions of Employment	2	33	2	40	0	0	1	25	0	0	0	0
Time and Attendance	1	17	0	0	0	0	0	0	1	25	0	0
Training	0	0	0	0	0	0	1	25	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		1		5		4		1		5	
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	1	20
Conversion to Full-time	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	1	20	0	0	0	0	0	0

Fiscal Years by Status	evio	us		Previ		-					20	012
Pending Complaints Filed in Pr								ntive				
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	20
Employment Time and Attendance	2	25	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of	2	50	0	0	0	0	2	50	1	100	0	0
Termination	0	0	0	0	0	0	0	0	0	0	1	20
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	25	1	100	0	0	1	25	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment				<u> </u>								
Promotion/Non-Selection	0	0	0	0	2	40	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	1	20	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	25	0	0	2	40	2	50	0	0	4	80
Harassment	1											
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	25	0	0	0	0	0	0	0	0	0	0
Duty Hours	1	25	0	0	0	0	0	0	0	0	0	0
Other	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

	2007	2008	2009	2010	2011	Thru 06- 30
Cotal complaints from previous Fiscal Vears	958	918	627	583	572	561
otal Complainants	931	863	562	517	530	488
Number complaints pending	-	-	-	-	-	-
Investigation	12	12	2	4	1	20
ROI issued, pending Complainant's action	1	7	3	0	0	2
Hearing	12	12	243	213	226	273
Final Agency Action	36	29	16	25	19	26
		С	ompara	ative D	ata	
<b>Complaint Investigations</b>	Pro	evious	Fiscal Y	Year D	ata	2012
Companie in Congations	2007	2008	2009	2010	2011	Thru 06- 30
Pending Complaints Where Investigations Exceed Required Time Frames	59	61	36	0	16	30