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

Department of the Treasury (TREAS)

For 1st Quarter 2013 for period ending December 31, 2012

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2013Thru12-31						
	2008	2009	2010	2011	2012	20151111012-51						
Number of Complaints Filed	481	432	433	414	406	101						
Number of Complainants	456	395	412	359	381	99						
Repeat Filers	25	37	19	35	25	2						

Mixed Cases are Included in this report.

Complaints by Pasis			Com	parativ	ve Data	l
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru12- 31
Race	209	174	192	153	162	41
Color	28	25	28	21	35	6
Religion	26	11	18	21	10	5
Reprisal	203	197	207	190	201	50
Sex	178	151	132	122	127	20
National Origin	51	32	32	28	42	3
Equal Pay Act	4	4	2	0	1	0
Age	157	136	126	99	108	26

Disability	109	108	108	120	146	32
Non-EEO	37	28	22	25	19	4
Compleints by Issue			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious 1	Fiscal Y	ata		
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru12- 31
Appointment/Hire	20	22	18	12	16	7
Assignment of Duties	55	49	50	62	57	13
Awards	16	13	11	9	10	4
Conversion to Full-time	2	1	1	1	1	0
Disciplinary Action						
Demotion	5	1	0	5	5	0
Reprimand	20	19	20	20	17	5
Suspension	13	22	27	18	18	3
Removal	5	8	4	7	6	1
Other	23	14	14	10	22	5
Duty Hours	14	12	12	6	8	1
Evaluation Appraisal	85	72	78	88	86	13
Examination/Test	0	0	3	1	2	0
Harassment						•
Non-Sexual	240	193	195	167	177	49
Sexual	21	13	13	16	8	3
Medical Examination	3	2	4	3	0	0
Pay (Including Overtime)	17	16	21	12	12	1
Promotion/Non-Selection	127	108	99	57	66	19

Reassignment								
Denied		8	7	1	1	11	7	0
Directed	Directed				2	7	18	4
Reasonable Accommoda	tion	32	32	2	7	32	37	11
Reinstatement		2	0	1	L	3	1	2
Retirement		6	3	3	3	3	1	1
Termination		42	23	5	8	54	44	7
Terms/Conditions of Employment		49	42	3	6	57	90	28
Time and Attendance		33	31	3	7	48	50	7
Training		24	19	3	1	34	19	5
Other		2	6	()	1	6	0
			Co	mp	arat	tive I	Data	
Processing Time		Previous	Fisca	l Ye	ear]	Data		2013Thru12-
	2009	201	0	20	11	2012	31	
Complaints pending duri	s pending during fiscal							
Average number of days in	252.89	183.0)4	170	.66	206.30	230.63	

	2008	2009	2010	2011	2012	51
Complaints pending durir	ng fiscal y	/ear				
Average number of days in investigation	256.87	252.89	183.04	170.66	206.30	230.63
Average number of days in final action	59.54	53.66	49.99	35.75	34.90	39.98
Complaint pending during	g fiscal y	ear where	e hearing	was requ	ested	
Average number of days in investigation	261.31	255.20	180.72	174.61	210.96	222.94
Average number of days in final action	7.58	6.35	7.62	6.16	5.32	12.00
Complaint pending during	g fiscal y	ear where	e hearing	was not r	requested	
Average number of days in	246.65	248.85	188.89	161.58	198.10	237.33

investigation													
Average number of days in final action	106	5.61	.61 96.0			91.6	50	74	.87	66	5.77	8	4.41
							Co	omp	oarat	ive	Data	l	
Complaints Dismisse Agency	d by			Pre	viou	ıs F	Fisca	l Y	ear I	Data	1	20137	[hru12-
5.			2008		2009		2010		2011	20	012		31
Total Complaints Dismiss Agency	sed b	y	7	6	70)	56		46		51		17
Average days pending pri dismissal	or to)	248		16	2	213	;	119	2	61		67
Con	nplai	nts	Wit	hdr	awr	ı by	y Co	mp	laina	nts			
Total Complaints Withdra Complainants	awn	by	7	7	57	,	35		40		36		9
							Com	ipa	rativ	e D	ata		
Total Final Agency			Р	revi	ious	Fis	scal `	Yea	r Da	ta		2013Thru12	
Actions Finding Discrimination		20	08	20	009	2	010	2	011	2	012		31
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		6		7		8		5		6		0	
Without Hearing		1	17	5	71	4	50	1	20	5	83	0	0
With Hearing		5	83	2	29	4	50	4	80	1	17	0	0
Findings of						С	omp	ara	tive	Dat	a		
Discrimination Rendered by Basis			Pr	evio	ous l	Fisc	al Y	ear	Dat	a		2013	Thru12-
Note: Complaints can be	2	008		200)9	20)10	20	011	2	012		31
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	% #		%	#	%	#	%	#	%	#	%
Total Number Findings	6			7		8		5		6		0	

				1		1					1	
Color	0	0	1	14	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	17	0	0
Reprisal	2	33	3	43	2	25	2	40	2	33	0	0
Sex	0	0	2	29	2	25	0	0	2	33	0	0
National Origin	0	0	0	0	3	38	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	17	0	0	0	0	2	40	1	17	0	0
Disability	3	50	1	14	1	13	1	20	1	17	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
		1		1	1	1	1	1	1	1	1	
Findings After Hearing	5		2		4		4		1		0	
Race	0	0	0	0	2	50	1	25	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	100	0	0
Reprisal	2	40	2	100	0	0	2	50	0	0	0	0
Sex	0	0	0	0	1	25	0	0	0	0	0	0
National Origin	0	0	0	0	2	50	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	20	0	0	0	0	2	50	0	0	0	0
Disability	2	40	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	1		1		1	1	1		1	ı	·	
Findings Without Hearing	1		5		4		0		2		0	
Race	0	0	2	40	1	25	0	0	0	0	0	0
Color	0	0	1	20	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

					~	omn			D			
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	100	1	20	1	25	0	0	1	50	0	0
Age	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
National Origin	0	0	0	0	1	25	0	0	0	0	0	0
Sex	0	0	2	40	1	25	0	0	0	0	0	0
Reprisal	0	0	1	20	2	50	0	0	1	50	0	0

						Com	par	ative	Da	ta		
Findings of Discrimination]	Prev	vious	s Fis	scal `	Yea	r Dat	a		20137	Դhru12-
Rendered by Issue	2	2008		009	20)10	2	011	2	012		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		7		8		5		6		0	
Appointment/Hire	0	0	0	0	0	0	1	20	0	0	0	0
Assignment of Duties	0	0	1	14	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	1	17	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	1	14	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	20	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
Evaluation Appraisal	0	0	0	0	1	13	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		ı <u> </u>								ı <u> </u>		

Non-Sexual	2	33	3	43	3	38	1	20	4	67	0	0
Sexual	0	0	1	14	1	13	0	0	0	0	0	0
Medical Examination	0	0	1	14	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	2	29	1	13	1	20	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	1	17	0	0	1	13	0	0	1	17	0	0
Reinstatement	1	17	0	0	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	2	25	0	0	1	17	0	0
Terms/Conditions of Employment	2	33	0	0	3	38	1	20	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	20	0	0	0	0
Training	0	0	0	0	1	13	0	0	1	17	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	5		2		4		4		1		0	
Appointment/Hire	0	0	0	0	0	0	1	25	0	0	0	0
Assignment of Duties	0	0	1	50	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	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	1	25	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
Evaluation Appraisal	0	0	0	0	1	25	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	40	1	50	1	25	1	25	0	0	0	0
Sexual	0	0	1	50	1	25	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	1	25	1	25	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	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	1	20	0	0	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	2	50	0	0	0	0	0	0
Terms/Conditions of Employment	2	40	0	0	1	25	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	25	0	0	0	0
Training	0	0	0	0	1	25	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	1		5		4		1		5		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	1	20	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	1	20	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
Evaluation 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								1		1	1	1
Non-Sexual	0	0	2	40	2	50	0	0	4	80	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	20	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	2	40	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

Complaint Investigations Pending Complaints Where Investigations Exceed Required												<u> </u>			
			Pre 2008		evious 1 2009		Fiscal Y 2010		Year Da 2011		ta 2012	2013Thru12- 31			
				Comparative Data											
Final Agency Action				32		28		30 21			27	31			
Hearing				187		2	194		200		191	267			
ROI issued, pending Complainant's action			7		3		0		0		0	15			
Investigation			16		3		4		1		12	136			
Number complaints pend	ling	ç							-						
Total Complainants			586		548		506		513		467	475			
Pending Complaints Filed in Previous Fiscal Years by StatusTotal complaints from previous Fiscal Years				640		,	571		555		538	541			
				Previous Fiscal Year Data 2008 2009 2010 2011 2012								2013Thru12- 31			
	1		1			1	C	om	ipara	tive	e Data	l			
Other - User Defined	0	0	0	C	0	0)	0	0	0	0	0	0		
Training	0	0	0	C	0	0)	0	0	1	20	0	0		
Time and Attendance	0	0	0	С	0	0)	0	0	0	0	0	0		
Terms/Conditions of Employment	0	0	0	C	2	50	0	1	100	0	0	0	0		
Termination	0	0	0	C	0	0)	0	0	1	20	0	0		
Retirement	0	0	0	C	0	0)	0	0	0	0	0	0		
Reinstatement	0	0	0	C	0	0)	0	0	0	0	0	0		
Reasonable Accommodation	1	100	0	C) 1	2	5	0	0	0	0	0	0		