Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act/ECFEA:

Department of the Treasury (Aggregate)

For 1st Quarter 2023 for period ending December 31, 2022

			Co	mparat	ive Dat	ta
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2022 Th 12 21
	2018	2019	2020 2021 2022		2022	2023 Thru 12-31
Number of Complaints Filed	449	395	334	315	365	119
Number of Complainants	411	363	318	281	330	113
Repeat Filers	32	28	13	27	31	6

Commission to have Dogica		Co	ompara	ative D	ata	
Complaints by Basis	Pro	evious]	Fiscal \	Year D	ata	2023
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	Thru 12- 31
Race	177	151	138	151	145	47
Color	56	47	51	61	60	21
Religion	18	18	19	24	40	7
Reprisal	231	211	195	200	222	58
Sex	147	149	108	98	114	40
PDA	2	0	0	1	7	1
National Origin	54	47	42	37	29	6

Equal Pay Act	3	1	1	0	2	1
Age	102	118	105	90	95	31
Disability	177	152	140	123	168	60
Genetics	3	5	5	4	9	1
Non-EEO	27	34	18	31	42	6
Complete to the Torres		Co	ompara	ative D	ata	
Complaints by Issue	Pro	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.	2018	2019	2020	2021	2022	2023 Thru 12- 31
Appointment/Hire	18	25	22	12	10	4
Assignment of Duties*	80	40	26	32	0	0
Awards	8	7	7	7	0	2
Conversion to Full Time/Perm Status*	1	2	1	0	0	0
Disciplinary Action						
Demotion	6	2	1	6	2	2
Reprimand**	23	17	21	11	0	0
Suspension	25	12	11	21	10	5
Removal	3	6	9	2	1	4
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	18	14	0	0	15	5
Other 2**	0	0	0	0	0	0
Duty Hours*	19	13	4	4	0	0
Perf. Eval./ Appraisal	96	71	50	61	54	11

Examination/Test	0	0	2	0	3	0
Harassment						
Non-Sexual	189	160	153	141	143	50
Sexual	12	15	9	3	1	1
Medical Examination	2	0	0	0	1	1
Pay including overtime	13	11	16	13	11	3
Promotion/Non-Selection	68	57	56	57	44	11
Reassignment						
Denied	4	4	2	4	4	0
Directed	15	16	7	3	3	2
Reasonable Accommodation Disability	71	55	47	32	56	29
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	8	1
Retirement*	3	3	3	4	0	0
Sex-Stereotyping	1	1	0	1	1	0
Telework	11	20	8	4	3	2
Termination	40	27	22	26	30	17
Terms/Conditions of Employment*	78	59	43	56	0	0
Time and Attendance	63	62	40	48	62	13
Training	22	7	13	12	6	3
Other Terms/Conditions of Employment*	0	0	0	0	109	38
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

				(Comj	para	tive	Data	a		
Processing Time]	Previo	ous	Fisc	al Y	ear	Data	l		2023
	2018	3	2019	9	202	20	20)21	2	022	Thru 12-31
Complaints pending during fiscal	year										
Average number of days in investigation	167.6	52	169.46		154	.77	14	9.82 1		16.90	154.16
Average number of days in final action	36.0	8	33.1	6	40.	35	28	3.39	3.	5.88	36.66
Complaint pending during fiscal y	ear wh	ere	ere hearii		ng was 1		este	d			
Average number of days in investigation	167.5	55	172.2	25	158	.81	14	8.56	14	18.07	152.60
Average number of days in final action	27.4	6 29.59		9	37.77		77 22		2	8.66	26.95
Complaint pending during fiscal y	ear wh	ere	heari	ng	was	not r	equ	ested			
Average number of days in investigation	172.4	12	170.7	78	151	.10	13	9.47	14	19.13	156.54
Average number of days in final action	47.0	4	40.4	5	43.	93	39	39.99		5.38	48.27
					Co	mpa	arat	ive D	ata	a	
Complaints Dismissed by Age	ncv		Pr	evi	ous I	Fisca	ıl Y	ear D	ata	a	2023
g.	•	2	018	20	019	2020		2021		2022	Thru 12- 31
Total Complaints Dismissed by Agency			51		53	35	5	43		73	17
Average days pending prior to dismissal		12	25.86	55	5.92	40.	06	32.8	4	28.03	20.35
Complaints	With	lra	wn by	y C	omp	lain	ant	5			
Total Complaints Withdrawn by Complainants			23		30	39		39		19	5

					C	on	ıpar	ativ	e Da	ta			
Total Final Agency Action	s		P	revi	ous	Fis	cal Y	Zea:	r Dat	a		2023 Thru	
Finding Discrimination		20)18	20	19	2	020	2	021	20)22	1	nru 2-31
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		7		11		5		3		7		2	
Without Hearing		6	86	1	9	4	80	2	67	5	71	2	100
With Hearing		1	14	10	91	1	20	1	33	2	29	0	0
Findings of Discrimination					Cor	npa	arati	ve]	Data				
Rendered by Basis			Pre	viou	s Fis	sca	l Yea	ır I	Data			1	023
Note: Complaints can be filed	2	018	3 20		019 2		2020		2021)22	1	hru 2-31
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	, #	!	%	#	%	#	%	#	%
Total Number Findings	5		11		5			3		7		2	
Race	1	20	7	64	- 2		40	2	67	0	0	0	0
Color	1	20	2	18	3 2	,	40	0	0	0	0	0	0
Religion	0	0	0	0	0		0	1	33	1	14	0	0
Reprisal	2	40	7	64	1		20	1	33	2	29	1	50
Sex	0	0	2	18	3 1		20	1	33	1	14	0	0
PDA	0	0	0	0	0		0	0	0	0	0	0	0
National Origin	0	0	0	0	2		40	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0		0	0	0	0	0	0	0
Age	0	0	3	27	0		0	0	0	1	14	0	0
Disability	4	80	4	36	5 3		60	3	100	4	57	2	100
Genetics	0	0	0	0	0		0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1		20	1	33	0	0	0	0

Findings After Hearing	1		10		1		1		2		0	
Race	0	0	7	70	1	100	0	0	0	0	0	0
Color	0	0	2	20	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	6	60	0	0	1	100	1	50	0	0
Sex	0	0	2	20	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	3	30	0	0	0	0	0	0	0	0
Disability	0	0	4	40	0	0	1	100	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		1		4		2		5		2	
Race	1	25	0	0	1	25	2	100	0	0	0	0
Color	1	25	0	0	1	25	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	50	1	20	0	0
Reprisal	1	25	1	100	1	25	0	0	1	20	1	50
Sex	0	0	0	0	1	25	1	50	1	20	0	0
PDA	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
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	20	0	0
Disability	4	100	0	0	3	75	2	100	3	60	2	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

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Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.

	Comparative Data												
Findings of Discrimination			Prev	ious	Fisc	al Ye	ar l	Data			2023 Thru		
Rendered by Issue	2	018	20)19	2	020	2	021	20)22	1	hru 2-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	5		11		5		3		7		2		
Appointment/Hire	0	0	1	9	0	0	0	0	0	0	0	0	
Assignment of Duties*	0	0	1	9	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/Perm Status*	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	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	0	
Other Disciplinary Actions**	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	
Perf. Eval./ Appraisal	0	0	1	9	1	20	0	0	1	14	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment		-		-		-		-					
Non-Sexual	1	20	4	36	3	60	0	0	0	0	0	0	
Sexual	0	0	0	0	0	0	0	0	1	14	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	5	45	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
Reasonable Accommodation Disability	3	60	1	9	2	40	2	67	4	57	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	1	20	0	0	0	0	0	0
Termination	0	0	0	0	1	20	0	0	1	14	1	50
Terms/Conditions of Employment*	0	0	2	18	0	0	0	0	0	0	0	0
Time and Attendance	1	20	0	0	0	0	1	33	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	14	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	50
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
									•			
Findings After Hearing	1		10		1		1		2		0	
Appointment/Hire	0	0	1	10	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	1	10	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/Perm Status*	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	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	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
Perf. Eval./ Appraisal	0	0	1	10	1	100	0	0	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	4	40	1	100	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	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	5	50	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
Reasonable Accommodation Disability	0	0	1	10	0	0	1	100	1	50	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0

Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	1	10	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		1		4		2		5		2	
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	0	0
Conversion to Full Time/Perm Status*	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	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	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
Perf. Eval./ 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		-		-		-		-				
Non-Sexual	0	0	0	0	2	50	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	1	20	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	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
Reasonable Accommodation Disability	3	75	0	0	2	50	1	50	3	60	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	1	25	0	0	0	0	0	0
Termination	0	0	0	0	1	25	0	0	1	20	1	50
Terms/Conditions of Employment*	0	0	1	100	0	0	0	0	0	0	0	0
Time and Attendance	1	25	0	0	0	0	1	50	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	20	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	50
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0

User Defined - Other 4*	0	0	0 0	0		0	0	0	0	0	0	0	
		Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status			Pı	Previous Fiscal Year Data									
			2018	20	19	202	0	2021	2	2022	1	hru 2- 31	
Total complaints from previous Fiscal Years				32	29	267	,	183		144	263		
Total Complainants				31	2	235	5	167		125	245		
Number complaints pending													
Investigation			1)	0		1		0		14	
ROI issued, pending Complainant's action				()	0		0		0	2	25	
Hearing			382	30	00	240)	173		128	1	69	
Final Agency Action			8	3	0	26		10		17	2	22	
		Comparative Data											
Complaint Investigations			Pı	Previous Fiscal Year Data									
Complaint investigation	2018 2019 2020 2021			2	2022		Thru 12- 31						
Pending Complaints Where Investigations Exceed Required Time Frames		0	()	0		0		0		1		