

INTRODUCTION

Treasury is committed to a workforce environment that values diversity and fosters the talent and capabilities of all its employees. This annual report covers the period of October 1, 2005 through September 30, 2006, and outlines Treasury's equal employment opportunity (EEO) program activities. The report highlights Treasury's accomplishments during FY 2006 in reaching our goals of an inclusive work environment and in promoting the concepts of equal opportunity for all of our workforce, and identifies deficiencies in the program. Although Treasury has made significant strides in diversity, there is still much work that needs to be done. The Office of Equal Opportunity and Diversity (OEOD) will continue to work with all our stakeholders--employees, supervisors, managers and customers-- to attain a model workplace.

THE OFFICE OF EQUAL OPPORTUNITY AND DIVERSITY (OEOD)

The Office of Equal Opportunity and Diversity (OEOD) provides leadership, direction and guidance in carrying out the Department of the Treasury's equal employment opportunity, diversity and civil rights responsibilities. OEOD administers the Department-wide equal employment opportunity (EEO) program by providing policy, oversight and technical guidance for Treasury's bureaus, including Departmental Offices, on affirmative employment, special emphasis program areas, diversity, and EEO complaint processing.

OEOD oversees Treasury's external civil rights efforts to ensure

non-discrimination in programs operated or funded by the Department of Treasury. The external civil rights program ensures individuals are not excluded from participation in, denied the benefits of, or otherwise subjected to prohibited discrimination under programs or activities conducted by the Department. This year OEOD reallocated resources to hire a program manager for this key area of responsibility. The program manager will focus on ensuring Treasury regulations and policies are in place and that all bureaus are aware of their responsibilities in this area.

OEOD has oversight of Treasury's EEO complaint processing functions and provides for the consideration and disposition of discrimination complaints from Treasury employees and applicants for employment. Oversight of the Treasury Complaint Mega Center (TCMC), the discrimination complaint processing arm of Treasury, is provided by OEOD. OEOD also has oversight of the Office of the Comptroller of the Currency's pilot EEO complaint process.

WORKFORCE DIVERSITY

In order to achieve our strategic mission, Treasury must recruit and retain a diverse workforce that seeks to improve and maintain a competitive advantage. We must foster diversity in our workforce, manage it effectively and value what it has to offer. Managing diversity at the Department of the Treasury involves creating and maintaining a work environment that (1) attracts the widest pool of talent; (2) provides opportunities for employees to maximize their potential and contribute to the agency's mission; and

(3) ensures employees are treated with respect and dignity.

Treasury works proactively to incorporate diversity management into its daily operations. We have developed a comprehensive corporate Department-wide Diversity strategy. The Department's Diversity Strategy (implemented in March 2004) concentrates on four primary areas: recruitment, hiring, retention, and accountability. The Department-wide strategy offers comprehensive guidance on the Department's goals, objectives and outcomes regarding cross-cutting issues linked to Treasury's Strategic Plan and Treasury's Human Capital Plan. It also provides employees with our business case for diversity and provides a roadmap of challenges and external factors that we need to consider as we work toward achieving Department-wide diversity goals.

DIVERSITY COUNCIL

The Department Diversity Council was created in FY 2005 with the charge of promoting diversity awareness at the highest levels of the agency. The council advises the Secretary, Deputy Secretary and Bureau Heads on diversity issues within Treasury and develops initiatives the Department could undertake to improve our capacity to recruit and retain a high quality, diverse workforce, reflective of the diversity of our nation.

The Council meets quarterly and consists of senior bureau and Treasury leaders, who represent their bureaus and offices. The Council focuses on addressing and improving upon issues of recruitment, on-boarding, hiring of people with disabilities, and accountability.

In FY 2006 the Council, through the work of four subcommittees, accomplished the following:

Subcommittee 1: Leverage the Treasury Executive Institute (TEI) as a training forum for diversity. The Treasury Executive Institute (TEI), in conjunction with OEOD, sponsored a session on providing managers the resources and tools needed to make effective and appropriate decisions on reasonable accommodation questions. In addition, TEI sponsored the following Diversity seminars in FY 2006: *Spirit of a Native Place; Living on Diversity Road: Key to Understanding and Valuing Diversity; Black in the White House; At Canaan's Edge: America in the King Years; Inclusion Breakthrough; Closing the Leadership Gap: Why Women Can and Must Help Men Run the World;* and *When Generations Collide.*

Subcommittee 2: Ensure Treasury managers and supervisors are appropriately evaluated on their diversity efforts. The Deputy Assistant Secretary for Human Resources/Chief Human Capital Officer's office will incorporate this issue in its review and modification of the SES performance plan.

Subcommittee 3: Develop a corporate recruitment strategy. The subcommittee benchmarked organizations from both the public and private sectors to identify best practices and challenges in the area of recruitment of a diverse workforce.

Subcommittee 4: Ensure accountability at the Department and the bureaus. The subcommittee benchmarked organizations from both the private and public sectors to identify

best practices in the areas of measurement and accountability.

All the subcommittees are scheduled to discuss their final recommendations in March 2007, and the Council will decide on next steps for the Department to undertake.

THE PRESIDENT’S MANAGEMENT AGENDA (PMA): STAYING GREEN

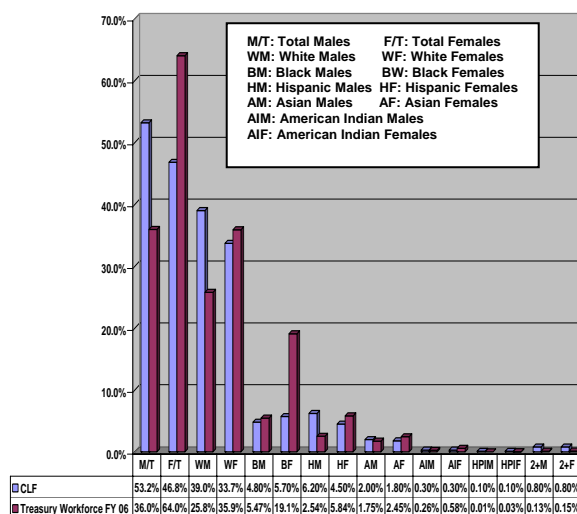
Treasury continued to address and meet the challenges faced in the management of EEO across the Department. By demonstrating how its human capital professionals share best practices, seek management flexibilities, and encourage innovation in building a diverse workforce, Treasury achieved an overall PMA score of “Green” in December 2005 in human capital management which includes diversity. Treasury's continued progress is the result of an on-going effort to deliver measurable results and foster a strong partnership between the Office of the Deputy Assistant Secretary for Human Resources/CHCO, the Treasury Diversity Council, Treasury bureaus, and its external stakeholders.

DEMOGRAPHICS

In the aggregate, Treasury’s employment levels of females have kept pace with the Civilian Labor Force (CLF)¹. However, the Department employed White males, Hispanic males, Asian males, Native Hawaiian males and American Indian males at levels

below the CLF. Treasury’s overall representation of Hispanics (8.38%) is below the CLF by 2.32% and the representation of Whites (61.7%) is below the CLF by 11%. While Treasury ranked in the top five agencies for hiring Hispanics, Treasury’s overall representation rate has continued to decline due to the rate Hispanic males are leaving the workforce.

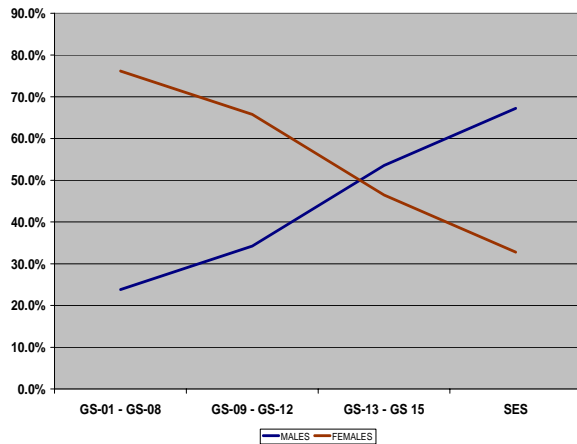
FY 2006 Workforce Demographic



Despite making up 64.04% of Treasury’s workforce, women continue to be represented in GS – 15 and SES levels significantly below their overall representation rate. During FY 2006 women occupied 43.5% (FY05 -37%) of GS 15 and SES positions, compared to men who occupied 56.48% (FY05 - 63%). Women occupied 47.4% (FY05- 49%), of GS 13 and GS 14 positions, compared to men who occupied 52.6% (FY05 - 51%). Women occupied 77.9% (FY05 -76%) of GS 12 and below positions, compared to men who occupied 22.1% (FY05 -24%).

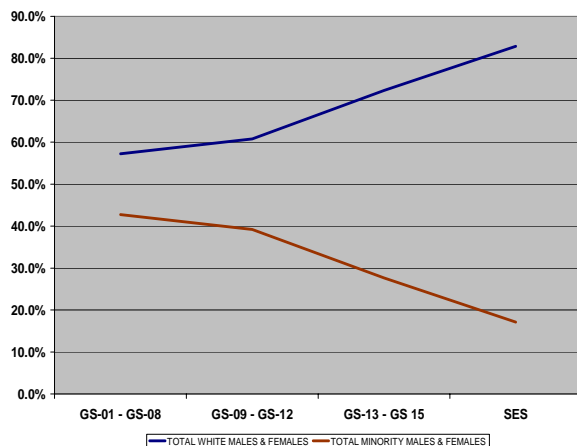
¹ Civilian Labor Force (CLF) is derived from the decennial census reflecting persons, 16 years of age or older who are employed or seeking employment, excluding those in the Armed Services. The CLF is based on the 2000 Census.

Males vs. Females in the General Schedule



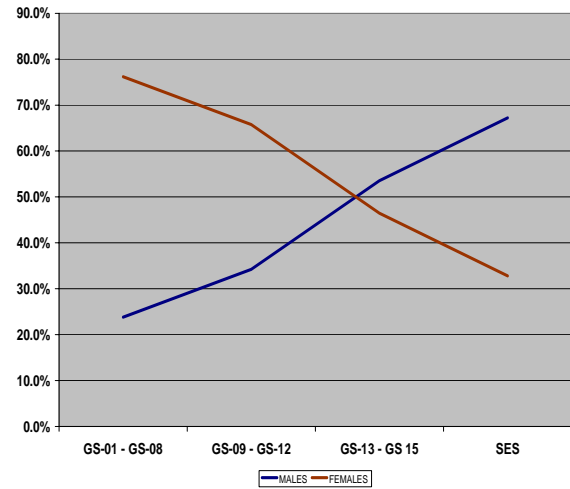
A similar disparity exists when examining the participation rate of minorities at the GS 13 through GS 15 and Senior Executive Service (SES) levels. Despite minorities representing 38.31% of Treasury’s overall workforce, minorities occupied 21.3% (FY05 – 20%) of GS 15 and SES positions, compared to Whites who occupied 78.7% (FY05-80%). Minorities occupied 30.6% (FY05-31%) of GS 13 and GS 14 positions, compared to Whites who occupied 69.4% (FY05-69%). Minorities occupied 37.3% (FY05-37%) of GS 12 and below positions, compared to Whites who occupied 62.7% (FY05-63%).

Whites vs. Minorities in the General Schedule

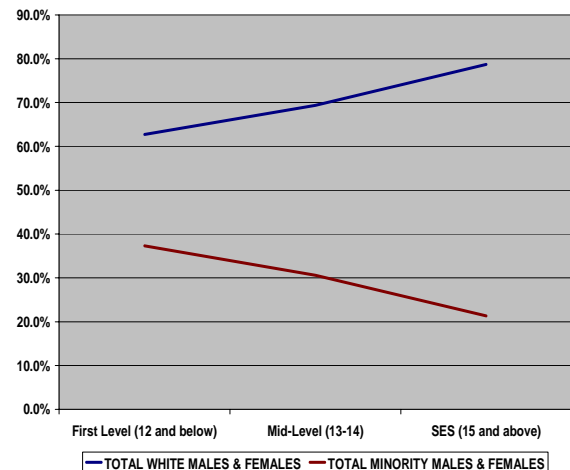


Comparisons of females to males and minorities to non-minorities in managerial positions show the same pattern.

Males vs. Females Manager/Supervisor Positions

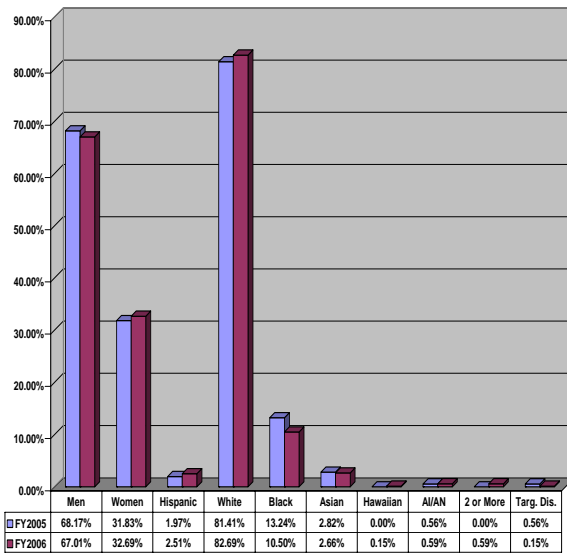


Whites vs. Minorities Manager/Supervisor Positions



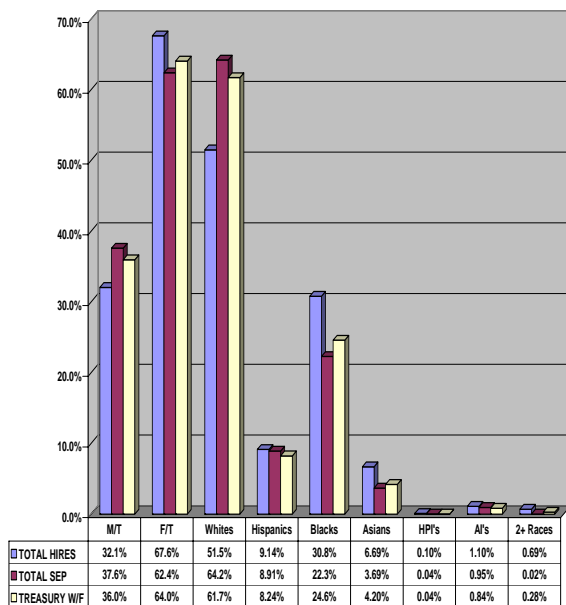
In the SES ranks, Treasury experienced slight increases in overall female, Hispanic and White representation. All other groups saw decreases in their overall representation rates in the SES. Treasury also saw a decrease in the representation rate of individuals with targeted disabilities in the SES during FY 2006.

Treasury Senior Executive Service (SES)
FY 2005 to FY 2006



In the area of separations, White males, White females, and American Indian/Alaskan Native males/females, left the workforce at a rate close to their overall representation rate but were hired at a rate less than their separation rate. If this trend continues, we can expect to see decreases in the representation rates for these groups in the future.

New Hires vs. Separations



In FY 2007, the Department will meet with each bureau EEO Office to review their employment profiles and identify potential problem areas in recruitment, promotion, or retention. Bureaus must develop plans to determine if employment barriers exist, and strategies to eliminate any barriers which are uncovered.

SPECIAL EMPHASIS PROGRAMS

Special Emphasis Programs (SEPs) provide a framework for incorporating EEO principles of fairness and equal opportunity into the fabric of the Department, across the employment spectrum. Established throughout the Department, the three federally mandated SEPs -- the Hispanic Employment Program, the Federal Women's Program, and the Persons with Disabilities Program -- reflect the Department's commitment to equal opportunity, dignity, and respect. At their discretion, individual bureaus have established other SEPs such as the African-American, Asian American/Pacific Islander, and the American Indian/Alaskan Native employment programs. Special Emphasis Program Managers and Coordinators serve as resource persons or advisors on the unique concerns of the particular constituent group.

In support of the Hispanic Employment Program, Treasury sponsored the third annual Greater Washington Hispanic Youth Symposium (GWHYS), which was held at Marymount University and at the University of Maryland-Baltimore in July 2006. The Symposium provided an opportunity for high school students to gain insight on attending college, tips for financial success, finding role models, team building, networking, and exploring career opportunities. Treasury was

actively involved in the development of each program's agenda and provided volunteers for each campus. A total of 400 Hispanic students from the District of Columbia, Maryland, and Virginia attended.

In support of the Department's disability employment efforts, Treasury supported the placement of 20 Workforce Recruitment Program (WRP) interns and implemented a partnership with the Operation Warfighter Program (OWF). One OWF participant was hired with Treasury's Printing and Graphics office. Treasury also partnered with the Department of Defense Computer/Electronic Accommodations Program (CAP), which provides assistive technology accommodations at no cost to the Department. In FY 2006, CAP provided a savings of over \$16,000 to the Department.

Treasury partnered with the American Association of People with Disabilities (AAPD) in support of the seventh-annual National Disability Mentoring Day (DMD) in October 2006. DMD is a structured program that brings young people with disabilities together with caring individuals who offer career guidance, encouragement and opportunities to develop a lasting mentoring relationship. The format of the DMD program changed in FY 2006 and provided participants the opportunity to meet with agency recruiters, attend various workshops on resume writing, public speaking and interviewing techniques. The Department of Treasury participated in the DMD event by providing several agency representatives to staff career booths, field questions from participants, and provide marketing materials and informational brochures.

Operation Warfighter (OWF) provides Military Service members, who are undergoing treatment or rehabilitation at Walter Reed Army Medical Center, with a formal means of transitioning back into the workforce. OWF is a voluntary program and candidates are medically cleared to participate. Service members are available to work from a few hours a week to almost full-time. Typical length of an assignment is 3-4 months. Treasury plans to continue this partnership into FY 2007.

In addition to placing OWF candidates in Treasury, in FY 2007, Treasury will identify other avenues to improve the hiring of disabled veterans and promote Treasury as an employer of choice within the disabled veterans' community. Through the development of an action plan, Treasury will identify specific objectives to aid in increasing our hiring and recruitment of disabled veterans.

In addition to supplementing our outreach efforts in the Hispanic and disabled communities, Treasury also provided support to the Asian American community. Treasury provided financial support to the Asian Pacific American (APA) Summit in May 2006. Treasury plans to continue support during FY 2007, including financial support and staff volunteers for the coordination of the annual summit. Treasury also effectively recruited executive coaches to provide assistance and resume reviews for APA members and attendees. The APA Summit provides personal and career development training to Federal Asian American employees with the ultimate goal of increasing APA representation in

the senior grades. The APA Summit is co-sponsored by the Department of Labor and the Office of Personnel Management.

Treasury partnered with the White House Initiative for Asian American Pacific Islanders (WHIAAPI) to increase business opportunities for the APA community. Treasury supported the WHIAAPI's first APA Technical Assistance Workshop conducted in Fairfax, Virginia in March 2006, by providing a guest speaker from the Community Development Financial Institution (CDFI) Fund to discuss receiving grants through a certified CDFI. Treasury also provided a panel member to participate in a discussion on Financial Education, conducted a workshop on tax requirements for establishing and maintaining a small business, and set up a booth to provide information from the Internal Revenue Service (IRS) and CDFI to the community. On May 13, 2006 Treasury provided support to the WHIAAPI's Technical Assistance Workshop conducted in Honolulu, HI. An IRS official served as a panel member on tax requirements for establishing and maintaining a small business. Treasury also staffed an information booth to answer questions and distribute information. In September 2006, Treasury attended and participated in the WHIAAPI's D.C. summit. Representatives from CDFI, IRS and IRS's Contracting office were available to provide information to attendees on small business tax requirements, setting up a non-profit organization and requesting grants from a CDFI.

Additionally, in partnership with the WHIAAPI and the International Leadership Foundation (ILF), Treasury placed four Asian American college

students with the Financial Management Service and Departmental Offices.

Our Special Emphasis Programs also provide an opportunity to inform and train all employees. Treasury sponsored a number of programs including:

October 5, 2005 National Hispanic Heritage Month -

Theme: "Hispanic Americans: Strong and Colorful Threads in the American Fabric." The keynote speaker was Charles Patrick Garcia, Chairman and CEO, Sterling Financial Investment Group and remarks from Daniel Garza, Associate Director, Office of Public Liaison, White House. Musical performance by Mariachi Los Amigos and a cultural food sampling reception.

October 31, 2005 National Disability Awareness Month -

Theme: "Workers with Disabilities: Ready for Tomorrow's Jobs Today." The keynote speaker was Olegario D. Cantos VII, Special Assistant to the Assistant Attorney General in the Civil Rights Division of the U.S. Department of Justice.

November 30, 2005 National American Indian Heritage Month -

Theme: Building a Brighter Future for Our Children and Our Community." The keynote speaker was E. Keith Colston, Cultural Director/Consultant, Baltimore American Indian Center. A cultural food sampling reception was held after the program.

February 23, 2006 National African American History Month -

Theme: "Celebrating Community: A Tribute to Black Fraternal, Social, and Civic Institutions." The keynote speaker was John Hope Bryant, a national community leader cited by the past four United States Presidents for his work to

empower low-wealth communities across America. Musical selections by a guest soloist followed by a cultural food sampling.

March 30, 2006 Women's History Month
Theme: "Women: Builders of Communities and Dreams." The keynote speaker was Andrea Roane, co-anchor of WUSA 9 News and best known for her passionate reporting on women's health issues.

May 23, 2006 National Asian/Pacific American Islander Heritage Month -
Theme: "Celebrating Decades of Pride, Partnership and Progress." This was a Treasury-wide event consisting of two diversity seminar sessions held at the Treasury Executive Institute (TEI). The seminars were led by Mr. Lee Mun Wah, a producer of a series of films about diversity.

August 23, 2006 Women's Equality Day Program - Theme: "Celebrating Women's Right to Vote." The keynote speaker was Patricia M. Wolfe, a former Treasury employee and immediate past president of Federally Employed Women (FEW).

INTERNSHIP PROGRAMS

Internship programs play a critical role in developing a pipeline of talent to fill mission critical occupations being vacated by an aging workforce. Treasury has taken a lead in fostering partnerships with existing external internship programs that attract highly qualified, educated and diverse students. These internship programs provide Treasury and its Bureaus an avenue to identify and expand its pool of potential candidates to fill mission critical occupation vacancies or to grow new talent in their workforce. As a way

to develop the next generation of Treasury's workforce, Treasury has expanded its use of the Hispanic Serving Institutions National Internship Program, Washington Internship for Native Students, and the Workforce Recruitment Program.

Hispanic Serving Institutions National Internship Program (HSINIP)

Since the fall of 2005, Treasury has placed 94 HSINIP interns under the Hispanic Serving Institutions National Institution Program, through a memorandum of understanding with the Hispanic Association of Colleges and Universities (HACU).

FY 2005 – FY 2006
HSINIP INTERN PLACEMENTS

Bureau	Fall 2005	Spring 2006	Summer 2006	Fall 2006	Total
DO	4	11	17	8	40
FINCEN	-	-	2	-	2
FMS	8	4	14	9	35
IRS	4	3	6	1	14
OIG	1	-	-	-	1
OTS	-	-	2	-	2
TTB	-	-	-	-	-
TIGTA	-	-	-	-	-
MINT	-	-	-	-	-
Totals	17	18	41	18	94

Departmental Offices (DO) plans to continue the HSINIP program for the placement of interns throughout FY 2007. For the summer of 2007, DO expects to host an estimated 6 interns from a variety of majors both at the baccalaureate and master's level.

Washington Internship for Native Students (WINS)

The Washington Internship for Native Students (WINS) grew out of a small summer program founded at American University in 1994. WINS provides an opportunity for Native

American and Alaskan Native students to live in Washington, D.C., gain professional work experience through an internship, and earn academic credit. Participants intern at an agency for 36 hours each week and prepare a prescribed portfolio on the work experience and research for a total of 6 college credits.

The Department of the Treasury has been working with the WINS program through a number of bureaus including Financial Management Service and the Internal Revenue Service. During FY 2006 Treasury hosted 7 WINS interns. For the summer of 2007, DO expects to host an estimated 6 WINS interns from a variety of majors both at the baccalaureate and master's level.

Workforce Recruitment Program (WRP)

The Workforce Recruitment Program for College Students with Disabilities (WRP) is a resource to connect public and private sector employers nationwide with highly motivated postsecondary students and recent graduates with disabilities who are eager to prove their abilities in the workforce.

Coordinated by the Department of Labor and the U.S. Department of Defense, the Workforce Recruitment Program sends trained recruiters to conduct personal interviews with interested students on college and university campuses annually. Treasury provided five recruiters from the IRS and the Financial Crimes Enforcement

Network (FinCEN). From these interviews, a database is compiled containing information on more than 1,500 college students and recent graduates seeking temporary or permanent jobs. In FY 2006, Treasury hired a total of 20 WRP students.

ALTERNATIVE DISPUTE RESOLUTION

Alternative Dispute Resolution (ADR) can help resolve interpersonal disputes between Treasury employees as well as program disputes involving people and organizations within Treasury. By helping parties identify their interests, communicate more effectively, and explore solutions, ADR often leads to durable outcomes to the satisfaction of both parties. ADR has helped Treasury enhance, build, and repair workplace relationships.

In FY 2006, 97.4% of EEO counseling contacts were offered ADR, and 30.8% of those offered ADR participated in ADR at the informal level. This was an increase from FY 2005.

ADR Offered to Complainants (Informal) FY 2006

Total Counseling	1019
Total ADR Offered	992
Total Accepted	314
Acceptance Rate	30.8%
Offer Rate	97.4%

During FY 2006, 16.2% (FY05-27.4%) of complainants were offered ADR in the formal EEO complaint process. The acceptance rate by complainants who filed formal complaints was 15.19% (FY05-12.5%).

**ADR Offered to Complainants
(Formal) FY 2005**

Formal Complaints	488
Total ADR Offered	79
Total Accepted	12
Acceptance Rate	15.19%
Offer Rate	16.19%

In FY 2007, Treasury plans to improve the ADR program participation rate by increasing awareness through effective marketing efforts. Moreover, additional emphasis will be placed on the implementation of the Treasury Dispute Prevention Strategy, examining the root causes of complaints and taking steps to ensure a positive working environment for all employees.

SHARED NEUTRALS PROGRAM

Through the Treasury Shared Neutrals (TSN) Program, Treasury maintains a nationwide cadre of certified and highly trained neutrals (also known as mediators). Their objective is to assist bureaus in resolving all types of workplace disputes at the earliest stages of the conflict and to provide a resolution through mediation, facilitation, and coaching. The Treasury Shared Neutrals (TSN) Program is administered by the Bureau Resolution Center (BRC) within the Bureau of Engraving and Printing. Mediators are accessible nationwide within Treasury and former Treasury organizations at limited cost. TSN mediators are employees from various organizations trained in the art of mediation, and who voluntarily serve on a collateral-duty basis.

DISCRIMINATION COMPLAINTS

In the area of discrimination complaints, OEOD is responsible for providing authoritative advice to

Departmental Officials, bureau EEO staff, and the Treasury Complaint Mega Center. OEOD also develops complaint policies and procedures and produces high quality final agency decisions. In addition, OEOD oversees the Department's appeal process, tracks all appeal decisions, and monitors compliance with Equal Employment Opportunity Commission (EEOC) decisions on appeal.

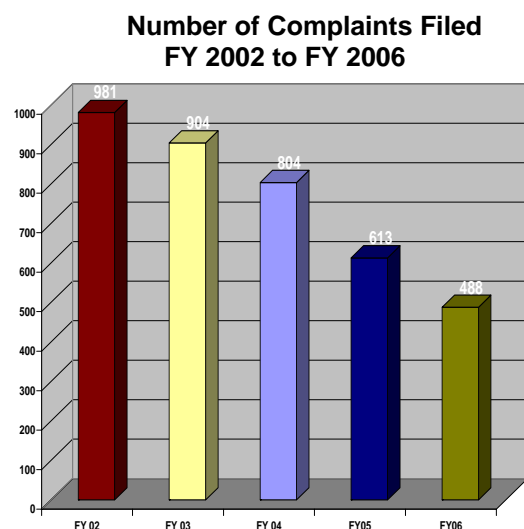
The Treasury Complaint Mega Center, located in Dallas, TX, is responsible for the acceptance and the investigation of all individual complaints of discrimination. Discrimination complaints may be accepted on the basis of race, color, national origin, religion, sex, age, disability, or reprisal. The Department also has special procedures for handling complaints on the basis of sexual orientation, protected genetic information or parental status. The latter three bases were added in response to Presidential Executive Orders.

To continue to improve upon our complaint processing functions, in FY 2006, Treasury, in partnership with the IRS, completed the integration of a new EEO complaint tracking system, I-Trak, which provides Treasury with greater tracking capabilities for the formal and informal complaint process.

COMPLAINT ACTIVITY

Treasury submitted the Equal Employment Opportunity Commission 462 Report in November 2006. The Report is an annual assessment of the agency's formal and informal complaints, as well as avenues used to resolve issues prior to and during the complaint process.

The number of EEO complaints filed by Treasury employees and applicants has continued to decrease. During FY 2006, Treasury saw a 17.5% decrease in complaints filed from FY 05 to FY 06. The decrease is attributed to the emphasis on dispute prevention and early resolution of complaints.



Treasury had 1,458 complaints pending at the close of FY 2006: 488 (non-mixed complaints²) were filed in FY 2006; and 970 complaints carried over from FY 2005. Treasury closed 40.05% of all complaints during FY 2006, a ratio which decreased slightly from the 40.35% closed during FY 2005.

Treasury issued 259 final agency decisions in cases where a hearing was not requested. Of these decisions, 175 were merit decisions and 84 were dismissals. There were no merit decisions involving a finding of discrimination. Sixty-six percent of the decisions were issued within 60 days of receipt of the decision request. Treasury also experienced a decrease of 21.62 processing days for this phase of the process.

Treasury issued 146 final agency actions in cases with an administrative judge's decision (i.e., cases where a hearing was requested); four involved a finding of discrimination that was appealed to EEOC.

At the end of FY 06, agency personnel completed 416 investigations, of which 70 or 16.82% were completed within 180 days or less. There were 221 or 53.12% of investigations completed between 181-360 days. A total of 125 or 30.04% of investigations were completed in 361 or more days.

Of the 1,458 complaints pending, which included complaints at the acknowledgement, investigation, hearing or final agency decision stages, the majority of complaints (42.3%) were pending at the investigation stage for an average of 234.39 days. Hearings remained pending at an average of 867.94 days per case and accounted for 41.04% of all pending complaints.

A total of 50 or 5.8% of complaints remained pending in the final agency decision/action phase at an average of 503.46 days per complaint. This is a reduction of 6.45 days per complaint from FY 2005.

EXTERNAL CIVIL RIGHTS

OEOD provides policy, oversight, and expert advice and guidance to Treasury bureaus in complying with civil rights responsibilities and requirements resulting from Treasury Federally conducted or assisted programs. Treasury's nondiscrimination policy provides that individuals have equal opportunities, to participate in, and receive benefits from, all programs or activities funded by the Department.

² Treasury had 23 mixed complaints filed in FY 2006. These are not reported on the EEOC 462 report.

Federal financial assistance includes, but is not limited to, grants and loans of federal funds, grants or donations of federal property, training, details of federal personnel, and any agreement, arrangement, or other contract which has as one of its purposes the provision of assistance. A federally conducted program or activity is, in simple terms, anything a federal agency does.

OEOD processes complaints from individuals alleging discrimination in Treasury conducted or assisted programs or activities. Race, color, or national origin complaints alleging discrimination in programs or activities receiving Treasury financial assistance may be filed pursuant to Title VI of the Civil Rights Act of 1964. Complaints alleging age discrimination in Treasury assisted programs may be filed pursuant to the Age Discrimination Act of 1975. Complaints alleging sex discrimination in Treasury assisted educational programs may be filed pursuant to Title IX of the Education Amendments of 1972. Complaints alleging disability discrimination in programs or activities receiving financial assistance from, or conducted by the Department, may be filed pursuant to Section 504 of the Rehabilitation Act of 1973. Complaints alleging denial of accessibility to electronic and information technology in use by the Department may be filed pursuant to Section 508 of the Rehabilitation Act of 1973, as amended.

EDUCATION AND INFORMATION

During FY 2006, OEOD concentrated its efforts on developing policy guidance, providing training to our EEO professionals, and updating our website to ensure that bureaus are

familiar with their roles and responsibilities to ensure compliance with the Civil Rights laws. During FY 2007, Treasury has scheduled training from the Department of Justice, for all bureau officials with responsibility for processing Title VI Civil Rights programs.

Treasury provided training on a variety of areas to ensure Treasury EEO professionals had the most up to date resources to perform their jobs. In FY 2006, OEOD conducted an EEO Counselor Refresher Course, EEO Investigation Training in coordination with the Treasury Complaint Center, mediation training for TSN mediators, and training to identify workplace barriers to equal opportunity. Furthermore, OEOD developed an on-line training tool informing employees of their rights under antidiscrimination, reprisal, and whistleblower laws, and used this to provide No Fear training to existing and new employees. To date 105,149 (88%) employees have received No Fear training. Treasury also shared this tool with other Federal agencies to assist them in this requirement.

CONCLUSION

The Office of Equal Opportunity and Diversity's FY 2006 Annual Report outlines some of our successes in the area of equal opportunity programs and activities. It addresses the progress we have made to create an inclusive workforce that is free from discrimination. While we are making progress, more still needs to be done. We will continue to engage and partner with Treasury executives, managers, supervisors, employees and outside organizations/associations as we continue to strive toward achieving a

more diverse Treasury Department where all employees are encouraged to reach their potential and all customers have equal access to Treasury programs and services.

As we move forward into the next fiscal year, we will continue to focus on ways to ensure we have the broadest group of diverse, well qualified talent from which to recruit. We will also examine root causes of complaints, expand our complaint prevention outreach efforts and increase our ability to track and analyze complaint activity.