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

Departmental Offices (DO)

For 1st Quarter 2009 for period ending December 31, 2008

Note: Data provided through Treasury's I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 12/31/08 for the current and past five fiscal years. Mixed cases are included in this report.

	Comparative Data											
	F	2009										
Complaint Activity 2004 2005		2006	2007	2008	Thru 12-31							
Number of Complaints Filed	7	7	9	10	3	1						
Number of Complainants	7	7	8	10	3	1						
Repeat Filers	n/a	n/a	1	0	0	0						

	Comparative Data											
Complaints by Basis	Pro	ata										
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	2009 Thru 12- 31						
Race	5	3	6	5	1	0						
Color	0	0	0	3	0	0						
Religion	2	0	1	0	0	0						
Reprisal	4	4	5	2	2	0						
Sex	3	4	4	6	1	1						
National Origin	1	0	0	1	1	0						
Equal Pay Act	0	0	0	0	0	1						
Age	5	6	7	3	1	0						
Disability	2	1	3	0	1	0						

	Comparative Data										
Complaints by Basis	Pro										
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	2009 Thru 12- 31					
Non-EEO	0	0	0	3	0	0					

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	Comparative Data										
Complaints by Issue	Pre	evious	Fiscal	Year D	ata						
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	2009 Thru 12- 31					
Appointment/Hire	0	0	0	0	0	0					
Assignment of Duties	1	0	1	3	1	1					
Awards	0	1	0	0	1	0					
Conversion to Full-time	0	0	0	0	0	0					
Disciplinary Action											
Demotion	0	0	0	0	0	0					
Reprimand	0	2	1	2	0	0					
Suspension	1	1	0	1	1	0					
Removal	0	0	1	1	0	0					
Other	0	0	0	0	1	0					
Duty Hours	0	0	0	2	0	0					
Evaluation Appraisal	2	0	4	0	1	1					
Examination/Test	0	0	0	0	0	0					
Harassment											
Non-Sexual	3	3	3	4	3	0					
Sexual	0	0	0	1	0	0					
Medical Examination	0	0	0	0	0	0					
Pay (Including Overtime)	0	0	0	0	0	0					

		C	ompara	ative Da	ata	
Complaints by Issue	Pre	evious	Fiscal	Year D	ata	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	2009 Thru 12- 31
Promotion/Non-Selection	1	2	3	1	1	0
Reassignment						
Denied	0	0	1	0	0	0
Directed	0	0	0	0	1	0
Reasonable Accommodation	0	0	0	0	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	0	2	0	0	0
Terms/Conditions of Employment	3	3	5	1	2	1
Time and Attendance	1	1	1	1	0	0
Training	1	0	0	0	0	1
Other	0	0	0	0	0	0

	Comparative Data										
Processing Time	F	Previous	Fiscal Ye	ear Data		2009					
	2004	2005	2006	2007	2008	Thru 12-31					
Complaints pending during fiscal year											
Average number of days in investigation	213.67	251.33	382.50	263.00	346.11	345.00					
Average number of days in final action	1,007.00	542.67	31.00	99.00	49.00	0					
Complaint pending during fiscal year where hearing was requested											
Average number of days in investigation	213.67	185.00	380.75	249.00	351.67	0					
Average number of days in final	0	0	0	5.33	2.00	0					

	Comparative Data											
Processing Time	F	2009 Thru										
	2004	2005	2006	2007	2008	12-31						
action												
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	213.67	284.50	386.00	291.00	343.33	345.00						
Average number of days in final action	1,007.00	542.67	31.00	192.67	64.67	0						

	Comparative Data											
	Pro	2009										
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 12- 31						
Total Complaints Dismissed by Agency	0	0	1	4	1	0						
Average days pending prior to dismissal	0	0	68	420	308	0						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	0	0	1	1	0						

* FY 2004-FY 2005 data is not available due to migration to ICMS.

	Comparative Data											
		Previous Fiscal Year Data									2009 Thru	
Total Final Agency Actions Finding Discrimination*	20	04	20	05	20	006	20	07	20	800	12	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

* FY 2004-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2009 findings do not include AJ decisions not fully implemented.

Findings of Discrimination				С	om	para	tiv	e Da	ta			
Rendered by Basis*		Pr	evi	ous	Fis	cal	Yea	r Da	ata		2009	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	004	20	005	2006		2007		2008		1	nru 2- 31
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	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	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	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 After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	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	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	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 of Discrimination				С	om	para	tiv	e Da	ta			
Rendered by Basis*	Previous Fiscal Ye								ear Data			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not</i>	20	2004		2005		2006		07	2008		Thru 12- 31	
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	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	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	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

* FY 2004-FY 2005 data is not available due to migration to ICMS.

	Comparative Data												
	Previous Fiscal Year								ata		-	009	
Findings of Discrimination Rendered by Issue*	2004		2005		2006		2007		2008		Thru 12- 31		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0		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	0	0	0	0	
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	

				С	om	para	ntivo	e Da	ta			
		Previous Fiscal Year Data										
Findings of Discrimination	20	004	20	05	20	006	20	07	20	800	1	hru 2- 31
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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	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		-	-	-	-	-		-		-		
Non-Sexual	0	0	0	0	0	0	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	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	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
Retirement	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	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0

				С	om	para	tiv	e Da	ta			
		Previous Fiscal Year Data										
Findings of Discrimination	20	004	20)05	20	006	20)07	20	908	1	nru 2- 31
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		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	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	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												
Non-Sexual	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0
Reassignment						1						

				С	om	para	ntivo	e Da	ta			
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		1 1	009
Findings of Discrimination	20	004	20	05	20	006	20	07	20	908	1	hru 2- 31
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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	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	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		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	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	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

	Comparative Data											
		Previous Fiscal Year Data										009
Findings of Discrimination	20	2004 2005		2006		2007		07 2008		Thru 12- 31		
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	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	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	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
Retirement	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	0	0	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

* FY 2004-FY 2005 data is not available due to migration to ICMS.

		C	ompara	ative Da	ata	
	Pre	evious	Fiscal	Year D	ata	2009
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 12- 31
Total complaints from previous Fiscal Years	12	15	10	14	16	9

	Comparative Data										
	Pre	evious	Fiscal	Year D	ata	2009					
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 12- 31					
Total Complainants	12	15	10	13	16	9					
Number complaints pending											
Investigation	0	2	1	0	0	2					
ROI issued, pending Complainant's action	0	0	0	0	0	1					
Hearing	0	2	1	0	0	2					
Final Agency Action	0	0	0	1	0	0					

	Comparative Data									
	Previous Fiscal Year Data									
Complaint Investigations	2004	2005	2006	2007	2008	Thru 12- 31				
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	4	1	2	2				