

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

### Department of the Treasury

**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.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
Number of Complaints Filed	804	613	488	538	483	116
Number of Complainants	800	607	487	495	456	115
Repeat Filers	n/a	n/a	17	37	22	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
<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	
Race	355	251	209	215	206	47
Color	2	4	10	34	28	5
Religion	41	30	15	19	26	4
Reprisal	349	244	226	201	199	50
Sex	321	233	161	159	176	38
National Origin	75	54	44	40	51	13
Equal Pay Act	0	1	0	2	4	2
Age	244	165	150	136	156	38
Disability	247	163	131	131	107	23

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
<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	
Non-EEO	31	22	21	20	37	5

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
<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	
Appointment/Hire	0	2	10	22	19	4
Assignment of Duties	89	59	45	71	53	13
Awards	10	16	6	15	16	3
Conversion to Full-time	1	3	1	0	2	0
<b>Disciplinary Action</b>						
Demotion	7	6	4	8	5	0
Reprimand	47	29	20	15	19	4
Suspension	21	10	19	16	12	3
Removal	0	10	7	7	5	4
Other	2	24	31	14	23	6
Duty Hours	13	24	9	12	14	1
Evaluation Appraisal	185	92	114	89	84	21
Examination/Test	0	0	0	1	0	1
<b>Harassment</b>						
Non-Sexual	314	175	192	229	239	63
Sexual	32	21	16	21	21	4
Medical Examination	0	0	0	0	3	0
Pay (Including Overtime)	14	11	14	16	17	3

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
<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	
Promotion/Non-Selection	206	108	103	101	126	28
<b>Reassignment</b>						
Denied	0	1	6	8	8	2
Directed	48	16	26	8	16	1
Reasonable Accommodation	2	7	19	49	31	9
Reinstatement	5	4	15	5	2	0
Retirement	4	4	5	4	6	0
Termination	61	29	30	27	41	4
Terms/Conditions of Employment	142	221	207	40	49	6
Time and Attendance	131	53	48	34	33	12
Training	39	23	24	26	24	5
Other	0	0	0	2	2	2

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	232.50	309.19	342.43	264.89	266.11	302.74
Average number of days in final action	419.97	372.37	99.35	111.16	103.50	110.77
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	233.00	301.86	332.46	254.12	269.33	330.58
Average number of days in final action	39.00	0	8.11	10.91	7.37	4.45

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	232.12	316.03	352.95	277.56	263.53	291.02
Average number of days in final action	422.92	382.19	164.11	189.77	177.02	210.64

Complaints Dismissed by Agency*	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
Total Complaints Dismissed by Agency	2	1	98	76	67	21
Average days pending prior to dismissal	420	912	440	245	264	177
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	119	91	94	64	76	8

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

Total Final Agency Actions Finding Discrimination*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 12-31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		10		6		1	
Without Hearing	0	0	1	50	0	0	4	40	1	17	0	0
With Hearing	0	0	1	50	0	0	6	60	5	83	1	100

\* 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 Rendered by Basis*	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
<i>Note: Complaints can be filed</i>	2004	2005	2006	2007	2008	



Findings of Discrimination Rendered by Basis*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 12-31	
	2004		2005		2006		2007		2008			
#	%	#	%	#	%	#	%	#	%	#	%	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Reprisal	0	0	0	0	0	0	1	33	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	1	33	1	100	0	0
Non-EEO	0	0	0	0	0	0	1	33	0	0	0	0

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

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 12-31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		1		0		10		6		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	1	10	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 12-31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Evaluation Appraisal	0	0	0	0	0	0	2	20	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	0	0	4	40	2	33	<u>1</u>	100
Sexual	0	0	0	0	0	0	0	0	0	0	<u>1</u>	100
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay (Including Overtime)	0	0	0	0	0	0	1	10	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	1	100	0	0	1	10	0	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	0	0	1	10	1	17	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	1	17	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	4	40	2	33	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	2	20	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings After Hearing</b>	0		1		0		6		5		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0





Findings of Discrimination Rendered by Issue*	Comparative Data												
	Previous Fiscal Year Data										2009 Thru 12-31		
	2004		2005		2006		2007		2008		#	%	
	#	%	#	%	#	%	#	%	#	%			
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings Without Hearing</b>	0		1		0		4		1		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	1	25	0	0	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	0	0	1	25	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment													
Non-Sexual	0	0	0	0	0	0	1	25	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 12-31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Reasonable Accommodation	0	0	0	0	0	0	1	25	1	100	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	2	50	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	1	25	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						
	Previous Fiscal Year Data					2009 Thru 12-31	
	2004	2005	2006	2007	2008		
Total complaints from previous Fiscal Years	1160	1171	1107	997	957	960	
Total Complainants	1160	1166	1094	970	902	895	
<b>Number complaints pending</b>							
Investigation	45	97	59	13	13	149	
ROI issued, pending Complainant's action	1	12	3	1	7	13	
Hearing	45	97	59	13	13	149	
Final Agency Action	22	34	27	35	27	31	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations	199	245	173	59	58	73

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
Exceed Required Time Frames						