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

## **Bureau of Public Debt (BPD)**

## 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										
	Previous Fiscal Year Data											
Complaint Activity	2004 2005			2007	2008	Thru 12-31						
Number of Complaints Filed	6	3	8	1	8	0						
Number of Complainants	6	3	6	1	7	0						
Repeat Filers	n/a	n/a	2	0	1	0						

		C	ompara	ative Da	ata	
Complaints by Basis	Pro	ata				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.  Race		2005	2006	2007	2008	2009 Thru 12- 31
Race	2	0	3	0	1	0
Color	0	0	0	0	0	0
Religion	1	0	0	0	0	0
Reprisal	2	0	3	1	5	0
Sex	1	2	2	0	1	0
National Origin	0	1	1	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	2	5	0	3	0
Disability	3	2	2	1	3	0

Complaints by Basis	Pro		ompara Fiscal			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 12- 31
Non-EEO	1	0	1	0	1	0

		C	ompara	ative Da	ata	
Complaints by Issue	Pre	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 12- 31
Appointment/Hire	0	0	0	0	1	0
Assignment of Duties	0	0	0	0	2	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	1	1	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	1	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	5	1	1	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	0	0	0	3	0
Sexual	2	0	0	0	0	0
Medical Examination	0	0	0	0	1	0
Pay (Including Overtime)	0	0	0	0	0	0

		C	ompara	ative Da	ata	
Complaints by Issue	Pre	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 12- 31
Promotion/Non-Selection	2	0	4	0	2	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	1	0	1	0	0	0
Reasonable Accommodation	0	1	0	0	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	1	0	0	2	0
Terms/Conditions of Employment	2	0	2	0	0	0
Time and Attendance	1	0	0	0	0	0
Training	0	0	0	0	1	0
Other	0	0	0	0	0	0

		(	Compara	tive Dat	a	
	Р	revious	s Fiscal	Year Da	ta	2009
Processing Time	2004	2005	2006	2007	2008	Thru 12- 31
Complaints pending during fiscal year						
Average number of days in investigation	200.33	0	256.29	226.50	168.33	0
Average number of days in final action	218.33	0	67.00	67.50	15.67	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	200.33	0	297.33	228.67	176.00	0
Average number of days in final action	0	0	0	5.25	5.00	0

	Comparative Data											
	Р	ta	2009 Thru									
Processing Time	2004	2005	2006	2007	2008	12- 31						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	200.33	0	225.50	220.00	164.50	0						
Average number of days in final action	218.33	0	67.00	192.00	21.00	0						

	Comparative Data										
	Pro	Previous Fiscal Year Data									
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 12- 31					
Total Complaints Dismissed by Agency	0	0	0	0	2	0					
Average days pending prior to dismissal	0	0	0	0	66	0					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	0	0	0	2	0	1					

<sup>\*</sup> FY 2004-FY 2005 data is not available due to migration to ICMS.

				С	om	para	tive	e Da	Data										
	Previous Fiscal Year Data										_	)09 1ru							
Total Final Agency Actions Finding Discrimination*	20	04	20	05	20	06	20	07	20	80	1	2- 31							
	#	%	#	%	#	%	#	%	#	%	#	%							
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							

<sup>\*</sup> 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	Comparative Data	

		Pr	Previous Fiscal Year Data									09
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	04	20	05	20	06	20	07	20	800	1	nru 2- 31
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	L
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	tive	e Da	ta			
Rendered by Basis*	Previous Fiscal Year Data										2009	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	004	20	05	20	06	20	07	20	800	1	nru 2- 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

<sup>\*</sup> FY 2004-FY 2005 data is not available due to migration to ICMS.

				С	om	para	tive	e Da	ıta	a										
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		_	09								
Findings of Discrimination Rendered by Issue*	20	04	20	05	20	06	20	07	20	800	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								
Disciplinary Action																				

				С	om	para	ntiv	e Da	ıta										
		Pr	evi	ous	Fis	cal	Yea	r Da	ata		2009 Thru								
Findings of Discrimination	20	04	20	2005		2006		07	2008		1174 12- 31								
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%							
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											,							
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							

				С	om	para	tiv	e Da	ıta	 l								
		Pr	evi	ous	Fis	cal `	Yea	ır Da	ata		2009 Thru							
Findings of Discrimination		04	2005		2006		2007		2008		1111 12- 31							
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%						
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		-				-	-	-										
Denied	0	0	0	0	0	0	0	0	0	0	0	0						

				С	om	para	tiv	e Da	ıta										
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		1	009							
Findings of Discrimination		04	20	2005		2006		07	2008		Thru 12- 31								
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%							
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							
		'		'		'		'		<u> </u>									
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							
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0							

				C	om	para	tiv	e Da	ta										
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		_	2009 Thru							
Findings of Discrimination	20	004	20	05	2006		20	07	20	2008		1ru 2- 31							
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%							
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	7																		
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							

<sup>\*</sup> FY 2004-FY 2005 data is not available due to migration to ICMS.

		Co	ompara	tive Da	ata							
	Pre	2009										
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 12- 31						
Total complaints from previous Fiscal Years	7	6	6	12	4	8						
Total Complainants	7	6	6	10	4	8						

	Comparative Data								
	Pro	2009							
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 12- 31			
Number complaints pending									
Investigation	0	1	0	0	0	2			
ROI issued, pending Complainant's action	0	0	0	0	0	0			
Hearing	0	1	0	0	0	2			
Final Agency Action	0	0	0	0	0	0			

		Co	ompara	ative Da	ata									
	Pre	2009 Thru												
Complaint Investigations	2004	2005	2006	2007	2008	111- 12- 31								
Pending Complaints Where Investigations Exceed Required Time Frames	1	3	1	0	0	1								