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

Financial Management Service (FMS)

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.

			Compara	ative Data	a	
		Previous	s Fiscal Y	ear Data		2009
Complaint Activity	2004	2005	2006	2007	2008	Thru 12-31
Number of Complaints Filed	12	9	11	10	4	3
Number of Complainants	12	9	10	9	4	3
Repeat Filers	n/a	n/a	1	1	0	0

		С	ompara	ative Da	ata	
Complaints by Basis	Pr	evious	Fiscal	Year Da	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
Race	6	7	4	3	3	0
Color	0	0	0	1	0	0
Religion	0	0	1	0	0	0
Reprisal	7	5	5	2	2	0
Sex	7	5	2	1	1	0
National Origin	1	1	1	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	3	3	5	1	4	1
Disability	3	1	3	3	0	1
Non-EEO	0	0	2	3	0	1

Complaints by Issue		С	ompara	ative Da	ata	
	Pr	evious	Fiscal	Year Da	ata	2009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	Thru 12- 31
Appointment/Hire	0	0	0	0	0	<u>0</u>
Assignment of Duties	2	0	0	0	2	<u>1</u>
Awards	0	0	0	0	0	<u>0</u>
Conversion to Full-time	0	0	0	0	0	<u>0</u>
Disciplinary Action						
Demotion	0	0	0	2	0	<u>0</u>
Reprimand	0	0	1	0	1	<u>0</u>
Suspension	0	0	2	0	0	<u>0</u>
Removal	0	0	0	0	0	<u>0</u>
Other	0	0	0	2	0	<u>0</u>
Duty Hours	0	0	0	0	0	<u>0</u>
Evaluation Appraisal	5	2	2	1	1	1
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment						
Non-Sexual	4	2	2	1	3	<u>0</u>
Sexual	0	1	0	0	0	<u>0</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay (Including Overtime)	0	0	0	0	1	<u>0</u>
Promotion/Non-Selection	4	2	2	5	1	1
Reassignment			-	-		
Denied	0	0	0	0	0	<u>0</u>
Directed	0	0	0	0	0	<u>0</u>
Reasonable Accommodation	0	0	0	1	0	1
Reinstatement	0	0	0	0	0	<u>0</u>

Complaints by Issue		C	ompara	ative Da	ata	
	Pr	evious	Fiscal	Year D	ata	2009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	Thru 12- 31
Retirement	1	0	0	0	0	<u>0</u>
Termination	2	1	4	0	0	<u>0</u>
Terms/Conditions of Employment	4	4	4	0	1	<u>0</u>
Time and Attendance	0	1	0	0	0	<u>0</u>
Training	0	0	0	0	0	<u>0</u>
Other	0	0	0	0	0	<u>0</u>

			Compara	tive Data	l	
		Previous	Fiscal Y	'ear Data		2009
Processing Time	2004	2005	2006	2007	2008	Thru 12-31
Complaints pending during fiscal year						
Average number of days in investigation	282.86	262.67	570.25	192.86	468.88	550.50
Average number of days in final action	201.00	409.20	70.83	122.50	51.00	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	284.83	231.20	580.00	225.14	594.00	0
Average number of days in final action	0	0	21.75	6.00	1.00	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	281.38	302.00	560.50	160.57	427.17	550.50
Average number of days in final action	201.00	409.20	169.00	161.33	63.50	0

		С	ompara	ative Da	ata					
	Pr	evious	Fiscal	Year Da	ata	2009 Thru				
Complaints Dismissed by Agency*	2004 2005 2006 2007 2008 1									
Total Complaints Dismissed by Agency	1	0	0	2	0	0				
Average days pending prior to dismissal	420	0	0	148	0	0				
Complaints Withdrawn by Complainants										
Total Complaints Withdrawn by Complainants	0	0	1	3	0	0				

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

	Comparative Data																
		Ρ	revi	ous	Fis	cal `	Yea	r Da	ta		-	09 1 nru					
Total Final Agency Actions Finding	2004		004 200		005 20		2006		2007		20	08	1	17u 2- 81			
Discrimination*	#	%	#	%	#	%	#	%	#	%	#	%					
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 Rendered by				С	om	para						
Basis*		Ρ	revi	ous	Fis	cal `	Yea	r Da	ta			009
Note: Complaints can be filed alleging multiple bases.	2004		2004 2005		2005 2006		06 2007		200		1	nru 2- 81
The sum of the bases may not 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	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by				С	om	para	tive	e Da	ta			
Basis*		Р	revi	ous	Fis	cal `	Yea	r Da	ta)09 1ru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total	20)04	20	005	20	006	20	07	20	800	1	1ru 2- 81
complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by	y Comparative Data												
Basis*				009									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total		2004		2005		06	2007		2008		Thru 12- 31		
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Non-EEO	0 0 0 0 0 0 0 0 0 0 0							0	<u>0</u>	0			

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

	Comparative Data												
		Р	revi	ous	Fis	cal `	Yea	r Da	ta		2009 Thru		
Findings of Discrimination Rendered by	20	004	2005		2006		20	07	07 20		1	nru 2- 31	
Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
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													
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													

				С	om	para	ative	e Da	ta			
		Ρ	revi	ous	Fis	cal `	Yea	r Da	ta			009
Findings of Discrimination Rendered by	20	004	20	005	2006		2007		7 2008		1	nru 2- 31
Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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
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

	Comparative Data											
		Р	revi	ious	Fis	cal `	Yea	r Da	ta		2009	
Findings of Discrimination Rendered by	20)04	2005		2006		2007		2008		Thru 12- 31	
Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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						1		1				1
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				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
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data											
	Previous Fiscal Year Data 20 Th										009	
Findings of Discrimination Rendered by	20	004	2005		2006		2007		2008		117u 12- 31	
Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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
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

Comparative									ta							
	Previous Fiscal Year Data										2009					
Findings of Discrimination Rendered by	2004		2004		2004		2004 2005		2006		2007		2008		Thru 12- 31	
Issue*	#	%	#	%	#	%	#	%	#	%	#	%				
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.

	Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status	Pr	2009								
	2004	2005	2006	2007	2008	Thru 12- 31				
Total complaints from previous Fiscal Years	22	22	21	23	19	<u>16</u>				
Total Complainants	22	22	21	22	19	16				
Number complaints pending										
Investigation	1	3	2	1	1	<u>3</u>				
ROI issued, pending Complainant's action	0	0	0	0	0	<u>1</u>				
Hearing	1	3	2	1	1	<u>3</u>				
Final Agency Action	1	0	0	0	0	<u>1</u>				

		Comparative Data										
	Pr	Previous Fiscal Year Data 2										
Complaint Investigations	2004	2005	2006	2007	2008	Thru 12- 31						

	Pr	ata	2009 Thru						
Complaint Investigations	2004	2005	2006	2007	2008	12- 31			
Pending Complaints Where Investigations Exceed Required Time Frames	4	4	3	2	2	2			