

**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.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
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

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	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	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	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	<u>1</u>
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	<u>1</u>
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	<u>1</u>
Reinstatement	0	0	0	0	0	<u>0</u>

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	
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>

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	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

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	0	0	0	0	0	0	0
Reinstatement	0	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	0
Termination	0	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	0
Time and Attendance	0	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	0
Other - User Defined	0	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.

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	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>

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

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames	4	4	3	2	2	2