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

## **Departmental Offices (DO)**

## For 2nd Quarter 2009 for period ending March 31, 2009

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 4/3/09 for the current and past five fiscal years. Mixed cases are included in this report.

	Comparative Data													
	F	Previous Fiscal Year Data												
Complaint Activity	2004													
Number of Complaints Filed	7	7	9	10	3	7								
Number of Complainants	7	7	8	10	3	7								
Repeat Filers	n/a	n/a	1	0	0	0								

		C	ompara	ative Da	ata	
Complaints by Basis	Pro	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 03- 31
Race	5	3	6	5	1	2
Color	0	0	0	3	0	0
Religion	2	0	1	0	0	0
Reprisal	4	4	5	2	2	4
Sex	3	4	4	6	1	3
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	1
Non-EEO	0	0	0	3	0	1

		C	ompara	ative Da	ata	
Complaints by Issue	Pro	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 03- 31
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	1	0	1	3	1	2
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	1
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	2
Examination/Test	0	0	0	0	0	0
Harassment		-	-	-	-	-
Non-Sexual	3	3	3	4	3	3
Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	1	2	3	1	1	1
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

		Co	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 03- 31
Retirement	0	0	0	0	0	0
Termination	1	0	2	0	0	1
Terms/Conditions of Employment	3	3	5	1	2	3
Time and Attendance	1	1	1	1	0	0
Training	1	0	0	0	0	0
Other	0	0	0	0	0	0

		C	omparat	ive Data	l	
	Pı	revious	Fiscal Y	ear Data	l	2009
Processing Time	2004	2005	2006	2007	2008	Thru 03-31
Complaints pending during fiscal year						
Average number of days in investigation	213.67	251.33	382.50	263.00	346.11	402.00
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	402.00
Average number of days in final action	0	0	0	5.33	2.00	0
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	402.00
Average number of days in final action	1,007.00	542.67	31.00	192.67	64.67	0

		C	ompara	ative D	ata	
	Pro	evious	Fiscal	Year D	ata	2009
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 03- 31
Total Complaints Dismissed by Agency	0	0	1	4	1	2
Average days pending prior to dismissal	0	0	68	420	308	53
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	0	1	1	0

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

	Comparative Data													
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		1	)09 1ru		
Total Final Agency Actions Finding	2004		2004 2005		2005 20		2006		2007		2008		0	11 u 13- 131
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		

<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											
Rendered by Basis*		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		-	009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	20	04	20	05	20	06	20	07	20	80	0	nru 3- 81
	#	%	#	%	#	%	#	%	#	%	#	%
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

Findings of Discrimination				C	om	para	tive	e Da	ta			
Rendered by Basis*		Pr	evi	ous	Fis	cal	Yea	r Da	ata			009
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	0	nru 13- 31
equal total complaints and findings.	# %		#	%	#	%	#	%	#	%	#	%
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 Without Hearing	0		0		0		0		0		0	
Race	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*		Pr	evi	ous	2009 Thru							
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	0	nru 3- 81
equal total complaints and findings.	# 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> Complete data for FY 2004-2005 is not available due to migration to ICMS.

				С	om	para	tive	e Da	ıta																	
		Pr	evi	ous	Fis	cal	Yea	r Da	ata		-	009														
Findings of Discrimination	20	2004		2004 200		2004 2005 2006		2005		2005 200		2006		2006		2006		2006		05 2006		07	20	800	0	nru 3- 81
Rendered by 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														

				С	om	para	tiv	e Da	ta			
		Pr	evi	ous	Fis	cal	Yea	r Da	ata		2009	
Findings of Discrimination	20	004	20	05	20	06	20	07	20	800	0	nru 3- 31
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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											
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

				С	om	para	tiv	e Da	Data									
		Previous Fiscal Year Data									2009 Thru							
Findings of Discrimination	20	04	20	05	20	06	20	07	20	800	0	nru 3- 31						
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%						
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						
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						

				С	om	para	tiv	e Data									
	Previous Fiscal Year Data										2009 Thru						
Findings of Discrimination	20	04	20	05	20	06	20	07	20	800	0	1ru 3- 31					
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%					
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					
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					

				С	om	para	tiv	e Da	ta										
		Previous Fiscal Year Data										2009							
Findings of Discrimination	20	04	20	05	20	06	20	07	20	800	0	hru 13- 31							
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%							
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							

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

	Comparative Data									
	Pre	2009								
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 03- 31				
Total complaints from previous Fiscal Years	12	15	10	14	16	9				
Total Complainants	12	15	10	13	16	9				
Number complaints pending						l				
Investigation	0	2	1	0	0	1				

	Comparative Data									
	Pre	2009								
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 03- 31				
ROI issued, pending Complainant's action	0	0	0	0	0	0				
Hearing	0	2	1	0	0	1				
Final Agency Action	0	0	0	1	0	0				

		C	ompara	ative Da	ata	l								
	Previous Fiscal Year Data													
Complaint Investigations	2004	2005	2006	2007	2008	Thru 03- 31								
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	4	1	2	1								