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

Department of the Treasury

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.

		(Compara	ative Dat	a	
	F	Previous	Fiscal Y	ear Data	а	2009
Complaint Activity	2004	2005	2006	2007	2008	Thru 03-31
Number of Complaints Filed	804	613	488	538	481	219
Number of Complainants	800	607	487	495	454	207
Repeat Filers	n/a	n/a	17	37	22	7

		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	355	251	209	215	206	86
Color	2	4	10	34	28	14
Religion	41	30	15	19	26	6
Reprisal	349	244	226	201	200	103
Sex	321	233	161	159	176	73
National Origin	75	54	44	40	51	16
Equal Pay Act	0	1	0	2	4	2
Age	244	165	150	136	157	63
Disability	247	163	131	131	107	50
Non-EEO	31	22	21	20	37	11

	Comparative Data										
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					
Appointment/Hire	0	2	10	22	20	9					
Assignment of Duties	89	59	45	71	54	21					
Awards	10	16	6	15	16	6					
Conversion to Full-time	1	3	1	0	2	0					
Disciplinary Action		-	-	-	-						
Demotion	7	6	4	8	5	1					
Reprimand	47	29	20	15	19	12					
Suspension	21	10	19	16	13	8					
Removal	0	10	7	7	5	5					
Other	2	24	31	14	23	9					
Duty Hours	13	24	9	12	14	6					
Evaluation Appraisal	185	92	114	89	86	47					
Examination/Test	0	0	0	1	0	0					
Harassment		-	-	-	-						
Non-Sexual	314	175	192	229	240	102					
Sexual	32	21	16	21	21	4					
Medical Examination	0	0	0	0	3	1					
Pay (Including Overtime)	14	11	14	16	17	6					
Promotion/Non-Selection	206	108	103	101	126	53					
Reassignment											
Denied	0	1	6	8	8	6					
Directed	48	16	26	8	16	4					
Reasonable Accommodation	2	7	19	49	31	15					
Reinstatement	5	4	15	5	2	0					

		Co	ompara	tive 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	4	4	5	4	6	1
Termination	61	29	30	27	42	7
Terms/Conditions of Employment	142	221	207	40	49	14
Time and Attendance	131	53	48	34	33	17
Training	39	23	24	26	24	11
Other	0	0	0	2	2	3

		C	ompara	tive Dat	a	
	P	revious	Fiscal \	ear Dat	a	2009
Processing Time	2004	2005	2006	2007	2008	Thru 03-31
Complaints pending during fiscal year						
Average number of days in investigation	232.50	309.01	342.51	265.25	266.40	274.06
Average number of days in final action	419.97	372.37	101.51	111.16	103.50	120.15
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	233.00	301.86	332.46	254.12	268.83	276.38
Average number of days in final action	39.00	0	8.11	10.91	7.37	6.57
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	232.12	315.71	353.16	278.54	264.33	272.79
Average number of days in final action	422.92	382.19	168.16	189.77	177.02	201.78

	Comparative Data										
	Pro	evious	Fiscal	Year D	ata	2009					
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 03- 31					
Total Complaints Dismissed by Agency	2	1	98	76	66	32					
Average days pending prior to dismissal	420	912	443	245	267	203					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	119	91	94	64	75	19					

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

		Comparative Data											
		Р	rev	ious	Fis	scal	Yea	r Da	ta		TI	009 hru	
Total Final Agency Actions	20	2004		005	20	06	20	07	2008		_)3- 31	
Finding Discrimination*	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		2		0		10		6		3		
Without Hearing	0	0	1	50	0	0	4	40	1	17	1	33	
With Hearing	0	0	1	50	0	0	6	60	5	83	2	67	

^{*} 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					Con	npaı	ativ	e Da	ta			
Rendered by Basis*			Pre	vious	Fis	scal	Yea	r Da	ta			009
Note: Complaints can be filed	20	04	2	005	20	006	20	07	2	800		hru 3-31
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0	_	10		6		3	
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

Findings of Discrimination				(Con	npar	ativ	e Da	ta			
Rendered by Basis*			Pre	vious	Fis	scal	Yea	r Da	ta			009
Note: Complaints can be filed	20	04	2	005	20	006	20	07	2	800		hru 3-31
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Reprisal	0	0	1	100	0	0	6	60	2	33	2	67
Sex	0	0	1	100	0	0	1	10	0	0	0	0
National Origin	0	0	1	100	0	0	1	10	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	1	17	0	0
Disability	0	0	0	0	0	0	2	20	3	50	1	33
Non-EEO	0	0	0	0	0	0	1	10	0	0	0	0
Findings After Hearing	0		1		0		6		5		2	
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	1	100	0	0	4	67	2	40	2	100
Sex	0	0	1	100	0	0	1	17	0	0	0	0
National Origin	0	0	0	0	0	0	1	17	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	1	20	0	0
Disability	0	0	0	0	0	0	1	17	2	40	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		3		1		1	
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					Con	npar	ativ	e Da	ta			
Rendered by Basis*			Pre	vious	Fis	scal	Yea	r Da	ta		2009	
Note: Complaints can be filed	20	04	2	005	20	06	20	07	2	800		hru 3-31
alleging multiple bases. The sum of the bases may not 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	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	1	100
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.

				(Con	npaı	ativ	e Da	ıta					
			Pre	vious	Fis	scal	Yea	r Da	ta			009		
Findings of Discrimination	20	04	2005		2006		2007		2008			hru 3-31		
Rendered by Issue*	# %		#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		1		0		10		6		3			
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	1	33		
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		

				(Con	npar	ativ	e Da	ta			
			Pre	vious	Fis	scal	Yea	r Da	ta			009
Findings of Discrimination	20	04	2	005	20	006	20	07	2	800		hru 3-31
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	10	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	2	20	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	4	40	2	33	1	33
Sexual	0	0	0	0	0	0	0	0	0	0	1	33
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	33
Pay (Including Overtime)	0	0	0	0	0	0	1	10	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	1	10	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	1	10	1	17	0	0
Reinstatement	0	0	0	0	0	0	0	0	1	17	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	4	40	2	33	0	0
Time and Attendance	0	0	0	0	0	0	2	20	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		1		0		6		5		2	
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	1	50

	Comparative Data											
	Previous Fiscal Year Data											009
Findings of Discrimination Rendered by Issue*	2004		2005		2006		2007		2008		Thru 03-31	
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	17	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	3	50	2	40	1	50
Sexual	0	0	0	0	0	0	0	0	0	0	1	50
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	1	17	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	1	17	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	1	20	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	2	33	2	40	0	0

	Comparative Data												
	Previous Fiscal Year Data											009	
Findings of Discrimination Rendered by Issue*	20	2004		2005		2006		2007		2008		Thru 03-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Time and Attendance	0	0	0	0	0	0	1	17	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		1		0		4		1		1		
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	1	25	0	0	0	0	
Evaluation Appraisal	0	0	0	0	0	0	1	25	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	1	25	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	1	100	
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	0	
Reassignment													

	Comparative Data											
	Previous Fiscal Year Data										2009 Thru	
Findings of Discrimination		2004		2005		2006		2007		2008		nru 3-31
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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	1	25	1	100	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	2	50	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	25	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

^{*} 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	1159	1170	1106	996	955	959	
Total Complainants	1159	1165	1093	969	900	894	
Number complaints pending							
Investigation	45	97	59	13	13	72	
ROI issued, pending Complainant's action	1	12	3	1	7	16	
Hearing	45	97	59	13	13	72	
Final Agency Action	22	34	27	35	28	33	

	Comparative Data									
	Pre	2009								
Complaint Investigations	2004	2005	2006	2007	2008	Thru 03- 31				
Pending Complaints Where Investigations Exceed Required Time Frames	199	245	173	59	59	80				