

**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.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 03-31
	2004	2005	2006	2007	2008	
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

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 03-31
<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	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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 03- 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	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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 03- 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	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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 03-31
	2004	2005	2006	2007	2008	
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

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 03-31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 03-31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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												

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 03-31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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.

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 03-31
	2004	2005	2006	2007	2008	
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

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