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

Department of the Treasury

For 3rd Quarter 2008 for period ending June 30, 2008

Note: Data provided through Treasury's new I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 7/2/08 for the current and past five fiscal years. Mixed Cases are included in this report.

	Comparative Data											
	F	2008										
Complaint Activity	2003	2004	2005	2006	2007	Thru 06-30						
Number of Complaints Filed	883	804	613	488	538	352						
Number of Complainants	883	804	613	488	538	352						
Repeat Filers*	0	2	6	17	37	10						

* FY 2003 data is not available due to migration to new ICMS.

		C	ompara	ative Da	ata	
Complaints by Basis	Pro	ata				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	2008 Thru 06- 30
Race	409	355	251	209	216	141
Color	0	2	4	10	35	18
Religion	53	41	31	15	19	18
Reprisal	393	349	244	226	202	130
Sex	310	321	232	161	160	128
National Origin	90	75	54	44	40	38
Equal Pay Act	0	0	1	0	2	3
Age	251	244	165	150	136	112
Disability	217	247	163	131	132	76

		C	ompara	ative Da	ata	
Complaints by Basis	Pre					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	2008 Thru 06- 30
Non-EEO	20	31	22	21	21	32

	Comparative Data										
Complaints by Issue	Pro	evious	Fiscal	Year D	ata						
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	2008 Thru 06- 30					
Appointment/Hire	0	0	2	10	22	16					
Assignment of Duties	97	89	58	45	71	40					
Awards	15	10	16	6	16	14					
Conversion to Full-time	0	1	3	1	0	1					
Disciplinary Action											
Demotion	4	7	6	4	8	3					
Reprimand	67	47	29	20	15	14					
Suspension	18	21	10	19	16	11					
Removal	0	0	10	7	7	3					
Other	0	2	24	31	14	12					
Duty Hours	13	13	24	9	13	10					
Evaluation Appraisal	176	185	92	114	90	60					
Examination/Test	0	0	0	0	1	0					
Harassment											
Non-Sexual	313	314	175	192	229	156					
Sexual	22	32	21	16	21	17					
Medical Examination	0	0	0	0	0	1					

		C	ompara	ative Da	ata	
Complaints by Issue	Pre	evious	Fiscal	Year D	ata	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	2008 Thru 06- 30
Pay (Including Overtime)	26	14	11	14	16	14
Promotion/Non-Selection	223	206	108	103	102	100
Reassignment						
Denied	0	0	1	6	8	6
Directed	58	48	16	26	8	13
Reasonable Accommodation	0	2	7	19	50	21
Reinstatement	4	5	4	15	5	2
Retirement	0	4	4	5	4	4
Termination	71	61	29	30	27	25
Terms/Conditions of Employment	102	142	221	207	40	41
Time and Attendance	105	131	53	48	34	20
Training	41	39	23	24	27	19
Other	0	0	0	0	2	0

		C	compara	tive Dat	а	
	F	Previous	Fiscal \	ear Dat	а	2008
Processing Time	2003	2004	2005	2006	2007	Thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation	232.53	233.90	314.62	334.10	263.27	252.44
Average number of days in final action	430.04	420.95	373.35	98.00	113.35	119.54
Complaint pending during fiscal year where hearing was requested						
Average number of days in	197.60	272.00	311.00	300.49	240.76	201.00

		C	compara	tive Dat	а				
	P	revious	vious Fiscal Year Data						
Processing Time	2003	2004	2005	2006	2007	Thru 06-30			
investigation									
Average number of days in final action	1.00	39.00	0	8.11	10.91	31.03			
Complaint pending during fiscal year where hearing was not requested									
Average number of days in investigation	232.87	232.12	316.03	350.72	272.22	253.67			
Average number of days in final action	431.03	422.92	382.19	161.48	194.13	185.68			

		C	ompara	ative Da	ata				
	Pro	Previous Fiscal Year Data							
Complaints Dismissed by Agency*	2003	2004	2005	2006	2007	Thru 06- 30			
Total Complaints Dismissed by Agency	0	2	1	98	76	55			
Average days pending prior to dismissal	0	420	912	437	245	239			
Complaints Withdrawn by Complainants		-	-	·	-				
Total Complaints Withdrawn by Complainants	128	119	91	94	64	54			

* FY 2003-2005 data is incomplete due to migration to new ICMS.

	Comparative Data											
	Previous Fiscal Year Data										2008 Thru	
Total Final Agency Actions	2003		2004		2005		2006		2007		06- 30	
Finding Discrimination*	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		10		3	
Without Hearing	0	0	0	0	1	50	0	0	4	40	1	33

	Comparative Data											
	Previous Fiscal Year Data						200 Thr					
Total Final Agency Actions	2003		2004		2005		5 2006		2007		06- 30	
Finding Discrimination*	# %		#	%	#	%	#	%	#	%	#	%
With Hearing	0	0 0 0 0 1 50 0 0 6 60									2	67

* FY 2003-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2008 findings do not include AJ decisions not fully implemented.

Findings of Discrimination					Cor	npara	tiv	e Da	ta			
Rendered by Basis*		F	Prev	/iou	s F	iscal	Yea	ar Da	ta		2008 2008 Thru	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not</i>	20	2003		2004		2005		006	2007		0	nru)6- 30
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		10		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
Reprisal	0	0	0	0	1	100	0	0	6	60	1	33
Sex	0	0	0	0	1	100	0	0	1	10	0	0
National Origin	0	0	0	0	1	100	0	0	1	10	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	2	20	2	67
Non-EEO	0	0	0	0	0	0	0	0	1	10	0	0
Findings After Hearing	0		0		1		0		6		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

Findings of Discrimination					Cor	npara	ativ	e Da	ta			
Rendered by Basis*		F	Pre	/iou	s Fi	scal	Yea	ır Da	ta		2008	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	20	003 %	20 #	004 %	20	005 %	2()06 %	20 #	07 %	0	hru)6- 30 %
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		2		4		8		3	
Race	0	0	0	0	1	50	0	0	1	13	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	1	50	3	75	5	63	2	67
Sex	0	0	0	0	1	50	1	25	2	25	1	33
National Origin	0	0	0	0	0	0	0	0	1	13	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	50	0	0	1	13	1	33
Disability	0	0	0	0	0	0	0	0	4	50	1	33
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

* FY 2003-FY 2004 data is not available due to migration to new ICMS.

Findings of Discrimination	Comparative Data								
Rendered by Issue*	y Issue [*] Previous Fiscal Year Data								
	2003	2004	2005	2006	2007	Thru 06-30			

	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	-	0		1		0		10		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	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	1	10	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	2	20	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	4	40	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	1	10	0	0
Promotion/Non-Selection	0	0	0	0	1	100	0	0	1	10	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	1	10	1	33
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	4	40	2	67

					Со	mpara	ativ	e Da	ata			
		F	Prev	viou	s Fi	iscal `	Yea	r Da	ita		2008 Thru 06-30	
Findings of Discrimination	20	003	20	004	2	005	20	006	20	07		
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
Time and Attendance	0	0	0	0	0	0	0	0	2	20	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		1		0		6		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	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	1	17	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	3	50	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	1	17	0	0
Promotion/Non-Selection	0	0	0	0	1	100	0	0	1	17	0	0
Reassignment												

					Со	mpar	ativ	e Da	ata			
		F	Prev	viou	s Fi	scal	Yea	r Da	ita		2008	
Findings of Discrimination	20	2003		04	2	005	2006		2007		Thru 06-30	
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	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	2	33	2	100
Time and Attendance	0	0	0	0	0	0	0	0	1	17	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		1		0		4		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	0	0	1	25	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	25	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

					Co	mpara	ativ	e Da	Data									
		Previous Fiscal Year Data										2008						
Findings of Discrimination	20	2003		004	2	005	2006		2007		Thru 06-30							
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%						
Harassment		1										,						
Non-Sexual	0	0	0	0	0	0	0	0	1	25	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	1	100	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	1	25	1	100						
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	2	50	0	0						
Time and Attendance	0	0	0	0	0	0	0	0	1	25	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 2003-FY 2004 data is not available due to migration to new ICMS.

	Comparative Data									
	Pre	ata	2008							
Pending Complaints Filed in Previous Fiscal Years by Status	2003	2004	2005	2006	2007	Thru 06- 30				
Total complaints from previous Fiscal Years	1279	1161	1173	1113	1003	966				
Total Complainants	546	492	547	540	497	613				
Number complaints pending										

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data									
	Pre	2008								
	2003	2004	2005	2006	2007	Thru 06- 30				
Investigation	32	45	97	58	11	51				
ROI issued, pending Complainant's action	2	1	12	3	1	20				
Hearing	32	45	97	58	11	51				
Final Agency Action	19	22	34	27	34	31				

	Comparative Data							
	Pre	2008 Thru						
Complaint Investigations	2003	2004	2005	2006	2007	06- 30		
Pending Complaints Where Investigations Exceed Required Time Frames	105	199	245	170	52	94		