

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.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
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.

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
<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	
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

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06- 30
<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	
Non-EEO	20	31	22	21	21	32

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06- 30
<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	
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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06- 30
<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	
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
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

Complaints Dismissed by Agency*	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
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.

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

Findings of Discrimination Rendered by Basis*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 06- 30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
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 Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 06-30	
	2003	2004	2005	2006	2007							

	#	%	#	%	#	%	#	%	#	%	#	%
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

Findings of Discrimination Rendered by Issue*	Comparative Data												
	Previous Fiscal Year Data										2008 Thru 06-30		
	2003		2004		2005		2006		2007				
	#	%	#	%	#	%	#	%	#	%	#	%	
Time and Attendance	0	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	0
Other - User Defined	0	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	0
Assignment of Duties	0	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	0
Conversion to Full-time	0	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	0
Reprimand	0	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	0
Removal	0	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	0
Duty Hours	0	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	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													

Findings of Discrimination Rendered by Issue*	Comparative Data												
	Previous Fiscal Year Data										2008 Thru 06-30		
	2003		2004		2005		2006		2007				
	#	%	#	%	#	%	#	%	#	%	#	%	
Harassment													
Non-Sexual	0	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	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	0	0	0	1	100	0	0	0	0	0	0	0
Reassignment													
Denied	0	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	0
Reasonable Accommodation	0	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	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	2	50	0	0
Time and Attendance	0	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	0
Other - User Defined	0	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.

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06- 30
	2003	2004	2005	2006	2007	
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					
	Previous Fiscal Year Data					2008 Thru 06- 30
	2003	2004	2005	2006	2007	
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

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