

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

Department of the Treasury

For 3rd Quarter 2012 for period ending June 30, 2012

****mixed cases are included in this report.****

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 06-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	541	485	434	437	415	307
Number of Complainants	495	456	393	413	360	291
Repeat Filers	37	25	36	22	38	15
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 06-30
	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	215	209	173	192	153	127
Color	34	28	25	28	21	23
Religion	19	26	11	18	21	6
Reprisal	202	203	197	207	189	137
Sex	159	178	150	132	121	98
National Origin	40	51	32	32	27	24
Equal Pay Act	2	4	4	2	0	1
Age	136	157	136	126	99	79
Disability	131	109	107	108	120	105

Non-EEO	20	37	28	22	25	11
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 06- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	22	20	22	18	12	11
Assignment of Duties	71	55	50	50	62	45
Awards	15	16	13	11	9	8
Conversion to Full-time	0	2	1	1	1	1
Disciplinary Action						
Demotion	8	5	1	0	5	3
Reprimand	15	20	19	20	20	15
Suspension	16	13	22	27	18	15
Removal	7	5	8	4	7	4
Other	14	23	14	14	10	16
Duty Hours	12	14	12	12	6	6
Evaluation Appraisal	89	85	72	78	88	62
Examination/Test	1	0	0	3	1	1
Harassment						
Non-Sexual	229	240	191	195	167	128
Sexual	21	21	14	13	16	7
Medical Examination	0	3	2	4	3	0
Pay (Including Overtime)	16	17	16	21	12	9
Promotion/Non-Selection	101	127	108	99	57	44
Reassignment						
Denied	8	8	7	11	11	4

Directed	8	16	9	12	7	13
Reasonable Accommodation	49	32	32	27	32	26
Reinstatement	5	2	0	1	3	1
Retirement	4	6	3	3	3	1
Termination	27	42	23	58	53	33
Terms/Conditions of Employment	40	49	41	36	57	64
Time and Attendance	34	33	31	37	48	32
Training	26	24	19	31	34	11
Other	2	2	6	0	1	4
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 06-30
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	265.46	266.48	160.91	184.34	170.84	192.74
Average number of days in final action	111.46	101.71	145.15	135.98	33.47	36.90
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	254.29	269.47	27.89	181.05	174.86	196.48
Average number of days in final action	10.85	7.37	6.22	7.69	5.52	6.19
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	278.92	263.64	249.07	187.37	161.58	187.65
Average number of days in final action	189.77	173.33	243.68	230.47	69.10	68.49
Complaints Dismissed by Agency		Comparative Data				

	Previous Fiscal Year Data					2012 Thru 06- 30						
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	76	66	71	55	46	34						
Average days pending prior to dismissal	245	271	158	195	119	274						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	64	74	53	35	38	26						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 06-30	
	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10		6		7		8		5		5	
Without Hearing	4	40	1	17	5	71	4	50	1	20	5	100
With Hearing	6	60	5	83	2	29	4	50	4	80	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 06-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10		6		7		8		5		5	
Race	0	0	0	0	2	29	3	38	1	20	1	20
Color	0	0	0	0	1	14	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	60	2	33	3	43	2	25	2	40	2	40
Sex	1	10	0	0	2	29	2	25	0	0	2	40
National Origin	1	10	0	0	0	0	3	38	0	0	0	0

Disability	1	33	1	100	1	20	1	25	0	0	1	50
Non-EEO	1	33	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 06-30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10		6		7		8		5		5	
Appointment/Hire	0	0	0	0	0	0	0	0	1	20	0	0
Assignment of Duties	0	0	0	0	1	14	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	1	20
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	1	14	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	20	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	1	10	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	2	20	0	0	0	0	1	13	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	40	2	33	3	43	3	38	1	20	4	80
Sexual	0	0	0	0	1	14	1	13	0	0	0	0
Medical Examination	0	0	0	0	1	14	0	0	0	0	0	0
Pay (Including Overtime)	1	10	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	10	0	0	2	29	1	13	1	20	0	0

Harassment												
Non-Sexual	3	50	2	40	1	50	1	25	1	25	0	0
Sexual	0	0	0	0	1	50	1	25	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	17	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	17	0	0	0	0	1	25	1	25	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	1	20	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	2	50	0	0	0	0
Terms/Conditions of Employment	2	33	2	40	0	0	1	25	0	0	0	0
Time and Attendance	1	17	0	0	0	0	0	0	1	25	0	0
Training	0	0	0	0	0	0	1	25	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		1		5		4		1		5	
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	1	20
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	1	20	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	1	25	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	25	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	1	25	0	0	2	40	2	50	0	0	4	80
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	1	20	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	2	40	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	1	25	1	100	0	0	1	25	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	1	20
Terms/Conditions of Employment	2	50	0	0	0	0	2	50	1	100	0	0
Time and Attendance	1	25	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	20
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data											2012

	2007	2008	2009	2010	2011	Thru 06- 30
Total complaints from previous Fiscal Years	958	918	627	583	572	561
Total Complainants	931	863	562	517	530	488
Number complaints pending						
Investigation	12	12	2	4	1	20
ROI issued, pending Complainant's action	1	7	3	0	0	2
Hearing	12	12	243	213	226	273
Final Agency Action	36	29	16	25	19	26
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 06- 30
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	59	61	36	0	16	30