

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

Department of the Treasury (TREAS)

For 1st Quarter 2013 for period ending December 31, 2012

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	481	432	433	414	406	101
Number of Complainants	456	395	412	359	381	99
Repeat Filers	25	37	19	35	25	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Race	209	174	192	153	162	41
Color	28	25	28	21	35	6
Religion	26	11	18	21	10	5
Reprisal	203	197	207	190	201	50
Sex	178	151	132	122	127	20
National Origin	51	32	32	28	42	3
Equal Pay Act	4	4	2	0	1	0
Age	157	136	126	99	108	26

Disability	109	108	108	120	146	32
Non-EEO	37	28	22	25	19	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Appointment/Hire	20	22	18	12	16	7
Assignment of Duties	55	49	50	62	57	13
Awards	16	13	11	9	10	4
Conversion to Full-time	2	1	1	1	1	0
Disciplinary Action						
Demotion	5	1	0	5	5	0
Reprimand	20	19	20	20	17	5
Suspension	13	22	27	18	18	3
Removal	5	8	4	7	6	1
Other	23	14	14	10	22	5
Duty Hours	14	12	12	6	8	1
Evaluation Appraisal	85	72	78	88	86	13
Examination/Test	0	0	3	1	2	0
Harassment						
Non-Sexual	240	193	195	167	177	49
Sexual	21	13	13	16	8	3
Medical Examination	3	2	4	3	0	0
Pay (Including Overtime)	17	16	21	12	12	1
Promotion/Non-Selection	127	108	99	57	66	19

Reassignment						
Denied	8	7	11	11	7	0
Directed	16	9	12	7	18	4
Reasonable Accommodation	32	32	27	32	37	11
Reinstatement	2	0	1	3	1	2
Retirement	6	3	3	3	1	1
Termination	42	23	58	54	44	7
Terms/Conditions of Employment	49	42	36	57	90	28
Time and Attendance	33	31	37	48	50	7
Training	24	19	31	34	19	5
Other	2	6	0	1	6	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	256.87	252.89	183.04	170.66	206.30	230.63
Average number of days in final action	59.54	53.66	49.99	35.75	34.90	39.98
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	261.31	255.20	180.72	174.61	210.96	222.94
Average number of days in final action	7.58	6.35	7.62	6.16	5.32	12.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in	246.65	248.85	188.89	161.58	198.10	237.33

investigation												
Average number of days in final action	106.61	96.09	91.60	74.87	66.77	84.41						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
	2008		2009		2010		2011		2012			
Total Complaints Dismissed by Agency	76	70	56	46	51	17						
Average days pending prior to dismissal	248	162	213	119	261	67						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	77	57	35	40	36	9						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		7		8		5		6		0	
Without Hearing	1	17	5	71	4	50	1	20	5	83	0	0
With Hearing	5	83	2	29	4	50	4	80	1	17	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
	2008		2009		2010		2011		2012			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		7		8		5		6		0	
Race	0	0	2	29	3	38	1	20	1	17	0	0

Reprisal	0	0	1	20	2	50	0	0	1	50	0	0
Sex	0	0	2	40	1	25	0	0	0	0	0	0
National Origin	0	0	0	0	1	25	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	1	100	1	20	1	25	0	0	1	50	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		7		8		5		6		0	
Appointment/Hire	0	0	0	0	0	0	1	20	0	0	0	0
Assignment of Duties	0	0	1	14	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	1	17	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	1	14	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	20	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	1	13	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

Reasonable Accommodation	1	100	0	0	1	25	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	1	20	0	0
Terms/Conditions of Employment	0	0	0	0	2	50	1	100	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	20	0	0
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						2013Thru12-31					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Total complaints from previous Fiscal Years	640	609	571	555	538	541						
Total Complainants	586	548	506	513	467	475						
Number complaints pending												
Investigation	16	3	4	1	12	136						
ROI issued, pending Complainant's action	7	3	0	0	0	15						
Hearing	187	212	194	200	191	267						
Final Agency Action	32	28	30	21	27	31						
Complaint Investigations	Comparative Data						2013Thru12-31					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Pending Complaints Where Investigations Exceed Required Time Frames	52	25	17	18	29	37						