

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act/ECFEA: Department of the Treasury (Aggregate)

For 1st Quarter 2023 for period ending December 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	449	395	334	315	365	119
Number of Complainants	411	363	318	281	330	113
Repeat Filers	32	28	13	27	31	6
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	177	151	138	151	145	47
Color	56	47	51	61	60	21
Religion	18	18	19	24	40	7
Reprisal	231	211	195	200	222	58
Sex	147	149	108	98	114	40
PDA	2	0	0	1	7	1
National Origin	54	47	42	37	29	6

Equal Pay Act	3	1	1	0	2	1
Age	102	118	105	90	95	31
Disability	177	152	140	123	168	60
Genetics	3	5	5	4	9	1
Non-EEO	27	34	18	31	42	6
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 12- 31</b>
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	18	25	22	12	10	4
Assignment of Duties*	80	40	26	32	0	0
Awards	8	7	7	7	0	2
Conversion to Full Time/Perm Status*	1	2	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	6	2	1	6	2	2
Reprimand**	23	17	21	11	0	0
Suspension	25	12	11	21	10	5
Removal	3	6	9	2	1	4
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	18	14	0	0	15	5
Other 2**	0	0	0	0	0	0
Duty Hours*	19	13	4	4	0	0
Perf. Eval./ Appraisal	96	71	50	61	54	11

Examination/Test	0	0	2	0	3	0
<b>Harassment</b>						
Non-Sexual	189	160	153	141	143	50
Sexual	12	15	9	3	1	1
Medical Examination	2	0	0	0	1	1
Pay including overtime	13	11	16	13	11	3
Promotion/Non-Selection	68	57	56	57	44	11
<b>Reassignment</b>						
Denied	4	4	2	4	4	0
Directed	15	16	7	3	3	2
Reasonable Accommodation Disability	71	55	47	32	56	29
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	8	1
Retirement*	3	3	3	4	0	0
Sex-Stereotyping	1	1	0	1	1	0
Telework	11	20	8	4	3	2
Termination	40	27	22	26	30	17
Terms/Conditions of Employment*	78	59	43	56	0	0
Time and Attendance	63	62	40	48	62	13
Training	22	7	13	12	6	3
Other Terms/Conditions of Employment*	0	0	0	0	109	38
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	167.62	169.46	154.77	149.82	146.90	154.16
Average number of days in final action	36.08	33.16	40.35	28.39	35.88	36.66
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	167.55	172.25	158.81	148.56	148.07	152.60
Average number of days in final action	27.46	29.59	37.77	22.51	28.66	26.95
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	172.42	170.78	151.10	139.47	149.13	156.54
Average number of days in final action	47.04	40.45	43.93	39.99	45.38	48.27
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	51	53	35	43	73	17
Average days pending prior to dismissal	125.86	55.92	40.06	32.84	28.03	20.35
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	23	30	39	39	19	5

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023 Thru 12-31</b>	
	<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>2022</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	7		11		5		3		7		2	
Without Hearing	6	86	1	9	4	80	2	67	5	71	2	100
With Hearing	1	14	10	91	1	20	1	33	2	29	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023 Thru 12-31</b>	
	<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>2022</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Total Number Findings</b>	5		11		5		3		7		2	
Race	1	20	7	64	2	40	2	67	0	0	0	0
Color	1	20	2	18	2	40	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	33	1	14	0	0
Reprisal	2	40	7	64	1	20	1	33	2	29	1	50
Sex	0	0	2	18	1	20	1	33	1	14	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	2	40	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	3	27	0	0	0	0	1	14	0	0
Disability	4	80	4	36	3	60	3	100	4	57	2	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	20	1	33	0	0	0	0













User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2023 Thru 12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total complaints from previous Fiscal Years	391	329	267	183	144	263						
Total Complainants	344	312	235	167	125	245						
<b>Number complaints pending</b>												
Investigation	1	0	0	1	0	44						
ROI issued, pending Complainant's action	0	0	0	0	0	25						
Hearing	382	300	240	173	128	169						
Final Agency Action	8	30	26	10	17	22						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2023 Thru 12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	1						