

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

Department of the Treasury

For 2nd Quarter 2008 for period ending March 31, 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 4/4/08 for the current and past five fiscal years.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 03-31
	2003	2004	2005	2006	2007	
Number of Complaints Filed	883	804	613	488	538	229
Number of Complainants	867	814	567	466	467	219
Repeat Filers*	0	2	6	14	30	3

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

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 03-31
<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	398	335	234	193	202	100
Color	0	2	4	9	29	12
Religion	51	38	28	13	18	9
Reprisal	374	332	230	209	189	82
Sex	297	308	217	152	149	83
National Origin	85	74	52	43	39	26
Equal Pay Act	0	0	1	0	2	3
Age	242	232	154	140	128	75
Disability	199	231	144	120	115	41

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 03- 31
<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	13

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 03- 31
<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	10
Assignment of Duties	96	85	52	41	70	23
Awards	15	10	16	6	16	10
Conversion to Full-time	0	1	3	1	0	0
Disciplinary Action						
Demotion	2	4	3	4	3	1
Reprimand	66	46	28	19	15	7
Suspension	16	19	8	17	8	7
Removal	0	0	6	6	4	1
Other	0	2	20	29	13	9
Duty Hours	13	13	24	8	13	6
Evaluation Appraisal	172	179	86	112	85	41
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	303	303	164	187	223	100
Sexual	21	31	19	16	20	10
Medical Examination	0	0	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 03- 31
<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	9	14	16	7
Promotion/Non-Selection	222	205	108	99	100	68
Reassignment						
Denied	0	0	1	6	7	5
Directed	57	48	14	26	8	7
Reasonable Accommodation	0	2	7	18	46	17
Reinstatement	3	4	2	13	3	0
Retirement	0	2	4	4	3	2
Termination	57	37	22	24	17	9
Terms/Conditions of Employment	99	138	205	194	37	22
Time and Attendance	98	126	48	44	33	9
Training	41	38	21	22	27	10
Other	0	0	0	0	2	1

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 03-31
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation	232.93	233.90	314.38	334.88	263.99	243.70
Average number of days in final action	430.04	427.38	372.99	101.91	113.71	106.26
Complaint pending during fiscal year where hearing was requested						
Average number of days in	197.60	272.00	311.06	301.96	243.66	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 03-31
	2003	2004	2005	2006	2007	
investigation						
Average number of days in final action	1.00	0	0	8.11	10.98	6.82
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	233.28	232.12	315.69	350.46	270.34	243.70
Average number of days in final action	431.03	427.38	381.88	169.54	194.13	177.29

Complaints Dismissed by Agency*	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 03-31
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency	0	0	0	98	76	34
Average days pending prior to dismissal	0	0	0	437	245	254
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	127	119	89	94	64	38

* FY 2003-FY2005 data is not available due to migration to new ICMS.

Total Final Agency Actions Finding Discrimination*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 03-31	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		10		0	
Without Hearing	0	0	0	0	1	50	0	0	4	40	0	0
With Hearing	0	0	0	0	1	50	0	0	6	60	0	0

* FY 2003-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2007 findings do not include AJ decisions not fully implemented.

Findings of Discrimination Rendered by Basis*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 03- 31	
	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>	#	%	#	%	#	%	#	%	#	%	#	%
	Total Number Findings	0		0		1		0		10		0
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	0	0
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	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	10	0	0
Findings After Hearing	0		0		1		0		6		0	
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	4	67	0	0
Sex	0	0	0	0	1	100	0	0	1	17	0	0
National Origin	0	0	0	0	0	0	0	0	1	17	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	1	17	0	0

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 03- 31	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
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	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	4	40	0	0
Time and Attendance	0	0	0	0	0	0	0	0	2	20	0	0

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 03- 31	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
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		0	
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												

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 03- 31	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
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	0	0
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		0	
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

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 03- 31	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
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	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	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	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.

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 03- 31
	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years	1158	1008	982	886	763	691
Total Complainants	422	334	351	312	247	398

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 03- 31
	2003	2004	2005	2006	2007	
Number complaints pending						
Investigation	32	45	97	58	11	102
ROI issued, pending Complainant's action	2	1	12	3	1	10
Hearing	346	240	183	226	215	279
Final Agency Action	20	22	34	25	34	41

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 03- 31
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	106	197	245	173	61	117