

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

Internal Revenue Service (IRS)

For 2nd Quarter 2020 for period ending March 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 03-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	266	281	237	303	264	129
Number of Complainants	252	256	220	280	241	125
Repeat Filers	10	19	15	22	21	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	107	107	97	94	92	46
Color	31	34	29	19	23	12
Religion	17	12	20	12	8	6
Reprisal	153	171	126	152	137	72
Sex	93	102	77	81	85	47
PDA	1	2	0	1	0	0
National Origin	29	29	18	31	34	22
Equal Pay Act	2	0	1	1	0	0

Age	73	78	68	64	60	36
Disability	103	114	98	126	101	62
Genetics	0	0	1	0	0	2
Non-EEO	15	20	12	18	17	8
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	7	14	16	6	14	9
Assignment of Duties	40	35	45	54	26	7
Awards	6	5	9	5	3	5
Conversion to Full Time/Perm Status	0	1	1	0	1	0
Disciplinary Action						
Demotion	6	3	4	6	0	1
Reprimand	13	13	9	12	13	6
Suspension	10	18	14	18	11	4
Removal	4	5	3	2	2	2
Other (DO NOT USE)	0	10	16	14	10	2
Duty Hours	10	10	9	16	11	1
Perf. Eval./ Appraisal	66	70	51	71	50	15
Examination/Test	0	0	1	0	0	1
Harassment						
Non-Sexual	122	136	96	126	106	47
Sexual	8	5	5	9	8	1
Medical Examination	3	0	4	2	0	0
Pay including overtime	7	3	10	9	6	5
Promotion/Non-Selection	65	40	45	43	37	22
Reassignment						

Denied	5	6	5	3	3	0
Directed	7	10	4	9	7	2
Reasonable Accommodation Disability	41	46	33	53	46	23
Reinstatement	1	2	1	0	0	0
Religious Accommodation	0	1	0	1	0	0
Retirement	2	4	2	3	2	1
Sex-Stereotyping	0	4	3	1	1	0
Telework	0	6	3	7	14	1
Termination	12	16	21	30	17	13
Terms/Conditions of Employment	57	46	41	54	40	16
Time and Attendance	53	55	48	49	46	15
Training	18	13	11	18	4	1
Other						
Equal Pay Act (DO NOT USE)	0	1	1	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					2020 Thru 03-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	209.42	205.16	184.86	166.73	170.89	164.92
Average number of days in final action	32.63	39.17	33.49	37.25	34.03	31.10
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	216.19	215.47	189.93	166.66	175.22	164.32
Average number of days in final action	21.16	32.42	25.04	30.25	31.59	27.12

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	196.17	199.84	182.87	171.34	170.63	169.49						
Average number of days in final action	42.15	47.61	45.15	48.62	39.91	40.04						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 03-31	
	2015		2016		2017		2018		2019			
Total Complaints Dismissed by Agency	37	38	30	35	29	11						
Average days pending prior to dismissal	47.57	22.03	47.9	162	28.07	16.36						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	12	24	9	20	17	12						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 03-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		6		10		5		10		3	
Without Hearing	0	0	5	83	9	90	4	80	0	0	2	67
With Hearing	0	0	1	17	1	10	1	20	10	100	1	33
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 03-31	
	2015		2016		2017		2018		2019			
<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	3		6		6		4		10		3	
Race	0	0	0	0	0	0	0	0	7	70	2	67
Color	0	0	0	0	0	0	0	0	2	20	2	67

Religion	0	0	1	20	0	0	0	0	0	0	0	0
Reprisal	2	67	1	20	2	40	0	0	0	0	1	50
Sex	0	0	2	40	2	40	0	0	0	0	1	50
PDA	0	0	0	0	1	20	0	0	0	0	0	0
National Origin	0	0	1	20	0	0	0	0	0	0	1	50
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	2	67	2	40	4	80	3	100	0	0	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	1	50
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 03-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		6		6		4		10		3	
Appointment/Hire	0	0	1	17	0	0	0	0	1	10	0	0
Assignment of Duties	0	0	1	17	0	0	0	0	1	10	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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 (DO NOT USE)	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
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	10	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

Harassment												
Non-Sexual	2	67	0	0	2	33	1	25	4	40	2	67
Sexual	0	0	2	33	1	17	0	0	0	0	0	0
Medical Examination	1	33	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	0	0	0	0	5	50	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 Disability	0	0	1	17	4	67	2	50	1	10	1	33
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	33
Termination	0	0	0	0	1	17	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	17	0	0	1	10	0	0
Time and Attendance	1	33	1	17	0	0	1	25	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
	0		1		1		1		10		1	

Telework	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	1	100	0	0	1	10	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	0	0	0	0
Other - User Define												
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		5		5		3		0		2	
Appointment/Hire	0	0	1	20	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	20	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/Perm Status	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 (DO NOT USE)	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
Perf. Eval./ Appraisal	0	0	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												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 03-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	279	319	300	277	234	289
Total Complainants	227	257	249	241	221	261
Number complaints pending						
Investigation	2	3	0	0	0	10
ROI issued, pending Complainant's action	0	0	0	0	0	10
Hearing	266	310	294	274	209	257
Final Agency Action	10	10	6	6	27	13
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 03-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	15	5	3	0	0	1