

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Internal Revenue Service (IRS)

For 2nd Quarter 2021 for period ending March 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	281	237	303	264	221	97
Number of Complainants	256	220	280	241	207	96
Repeat Filers	19	15	22	21	9	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	107	97	94	92	85	44
Color	34	29	19	23	28	19
Religion	12	20	12	8	13	6
Reprisal	171	126	152	137	122	52
Sex	102	77	81	85	65	20
PDA	2	0	1	0	0	0
National Origin	29	18	31	34	30	11
Equal Pay Act	0	1	1	0	0	0
Age	78	68	64	60	61	32
Disability	114	98	126	101	101	34
Genetics	0	1	0	0	2	1
Non-EEO	20	12	18	17	12	6

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	14	16	6	14	11	4
Assignment of Duties	35	45	54	26	12	11
Awards	5	9	5	3	5	0
Conversion to Full Time/Perm Status	1	1	0	1	1	0
<b>Disciplinary Action</b>						
Demotion	3	4	6	0	1	0
Reprimand	13	9	12	13	14	2
Suspension	18	14	18	11	7	9
Removal	5	3	2	2	7	1
Other (DO NOT USE)	10	16	14	10	0	0
Duty Hours	10	9	16	11	2	0
Perf. Eval./ Appraisal	70	51	71	50	34	23
Examination/Test	0	1	0	0	1	0
<b>Harassment</b>						
Non-Sexual	136	96	126	106	83	38
Sexual	5	5	9	8	3	1
Medical Examination	0	4	2	0	0	0
Pay including overtime	3	10	9	6	10	7
Promotion/Non-Selection	40	45	43	37	41	14
<b>Reassignment</b>						
Denied	6	5	3	3	1	1
Directed	10	4	9	7	4	3

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Reasonable Accommodation Disability	46	33	53	46	35	8
Reinstatement	2	1	0	0	0	0
Religious Accommodation	1	0	1	0	0	0
Retirement	4	2	3	2	3	1
Sex-Stereotyping	4	3	1	1	0	0
Telework	6	3	7	14	4	2
Termination	16	21	30	17	19	12
Terms/Conditions of Employment	46	41	54	40	29	10
Time and Attendance	55	48	49	46	36	17
Training	13	11	18	4	4	7
<b>Other</b>						
Equal Pay Act (DO NOT USE)	1	1	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					2021Thru03-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	205.16	184.86	166.73	170.89	160.82	154.83

Complaints by Issue		Comparative Data					2021Thru03-31
		Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>		2016	2017	2018	2019	2020	
Average number of days in final action	39.17	33.49	37.25	34.03	40.10	30.36	
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	215.47	189.93	166.66	175.22	168.37	164.97	
Average number of days in final action	32.42	25.04	30.25	31.59	38.86	25.90	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	199.84	182.87	171.34	170.63	157.83	144.85	
Average number of days in final action	47.61	45.15	48.62	39.91	42.36	38.00	
Complaints Dismissed by Agency		Comparative Data					2021Thru03-31
		Previous Fiscal Year Data					
		2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency		38	30	35	29	30	9
Average days pending prior to dismissal		22.03	47.9	162	28.07	36.27	19.44
<b>Complaints Withdrawn by Complainants</b>							
Total Complaints Withdrawn by Complainants		24	9	20	17	24	15

Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
	2016		2017		2018		2019		2020			
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		10		5		10		4		1	
Without Hearing	5	83	9	90	4	80	0	0	3	75	0	0
With Hearing	1	17	1	10	1	20	10	100	1	25	1	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
	2016		2017		2018		2019		2020			
<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		6		4		10		4		1	
Race	0	0	0	0	0	0	7	70	2	50	0	0
Color	0	0	0	0	0	0	2	20	2	50	0	0
Religion	1	17	0	0	0	0	0	0	0	0	0	0
Reprisal	1	17	3	50	1	25	6	60	1	25	1	100
Sex	2	33	2	33	0	0	2	20	1	25	0	0
PDA	0	0	1	17	0	0	0	0	0	0	0	0
National Origin	1	17	0	0	0	0	0	0	2	50	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	3	30	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2016		2017		2018		2019		2020		#	%
	#	%	#	%	#	%	#	%	#	%		
Disability	3	50	5	83	3	75	4	40	2	50	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	25	0	0
<b>Findings After Hearing</b>												
	1		1		1		10		1		1	
Race	0	0	0	0	0	0	7	70	1	100	0	0
Color	0	0	0	0	0	0	2	20	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	1	100	6	60	0	0	1	100
Sex	0	0	0	0	0	0	2	20	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	3	30	0	0	0	0
Disability	1	100	1	100	0	0	4	40	0	0	1	100
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	0	0
<b>Findings Without Hearing</b>												
	5		5		3		0		3		0	

<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2021Thru03-31</b>		
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%	
	Race	0	0	0	0	0	0	0	0	1	33	0	0
	Color	0	0	0	0	0	0	0	0	1	33	0	0
	Religion	1	20	0	0	0	0	0	0	0	0	0	0
	Reprisal	1	20	2	40	0	0	0	0	1	33	0	0
	Sex	2	40	2	40	0	0	0	0	1	33	0	0
	PDA	0	0	1	20	0	0	0	0	0	0	0	0
	National Origin	1	20	0	0	0	0	0	0	1	33	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	2	40	4	80	3	100	0	0	2	67	0	0
	Genetics	0	0	0	0	0	0	0	0	0	0	0	0
	Non-EEO	0	0	0	0	0	0	0	0	1	33	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2021Thru03-31</b>		
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>				
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>Total Number Findings</b>	6		6		4		10		4		1		
Appointment/Hire	1	17	0	0	0	0	1	10	0	0	0	0	
Assignment of Duties	1	17	0	0	0	0	1	10	0	0	0	0	

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
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	1	10	1	25	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	33	1	25	4	40	2	50	0	0
Sexual	2	33	1	17	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	0	0	5	50	0	0	0	0



Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
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
<b>Findings After Hearing</b>	1		1		1		10		1		1	
Appointment/Hire	0	0	0	0	0	0	1	10	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	10	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
<b>Disciplinary Action</b>												
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	1	10	1	100	0	0



Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Terms/Conditions of Employment	0	0	1	100	0	0	1	10	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	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
<b>Findings Without Hearing</b>	5		5		3		0		3		0	
Appointment/Hire	1	20	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	20	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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												





<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Total complaints from previous Fiscal Years	319	300	277	234	185	220
Total Complainants	257	249	241	221	169	195
<b>Number complaints pending</b>						
Investigation	3	0	0	0	0	2
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	310	294	274	209	170	208
Final Agency Action	10	6	6	27	15	8
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	5	3	0	0	0	0