

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

Internal Revenue Service (IRS)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	266	281	237	303	264	64
Number of Complainants	252	256	220	280	241	63
Repeat Filers	10	19	15	22	21	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	Thru12-31
Race	107	107	97	94	92	19
Color	31	34	29	19	23	5
Religion	17	12	20	12	8	0
Reprisal	153	171	126	152	137	39
Sex	93	102	77	81	85	20
PDA	1	2	0	1	0	0
National Origin	29	29	18	31	34	10
Equal Pay Act	2	0	1	1	0	0

Age	73	78	68	64	60	18
Disability	103	114	98	126	101	32
Genetics	0	0	1	0	0	2
Non-EEO	15	20	12	18	17	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
<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	3
Assignment of Duties	40	35	45	54	26	5
Awards	6	5	9	5	3	3
Conversion to Full Time/Perm Status	0	1	1	0	1	0
Disciplinary Action						
Demotion	6	3	4	6	0	0
Reprimand	13	13	9	12	13	2
Suspension	10	18	14	18	11	2
Removal	4	5	3	2	2	1
Other (DO NOT USE)	0	10	16	14	10	2
Duty Hours	10	10	9	16	11	0
Perf. Eval./ Appraisal	66	70	51	71	50	3
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	122	136	96	126	106	23
Sexual	8	5	5	9	8	1
Medical Examination	3	0	4	2	0	0
Pay including overtime	7	3	10	9	6	0
Promotion/Non-Selection	65	40	45	43	37	12
Reassignment						

Denied	5	6	5	3	3	0
Directed	7	10	4	9	7	2
Reasonable Accommodation Disability	41	46	33	53	46	13
Reinstatement	1	2	1	0	0	0
Religious Accommodation	0	1	0	1	0	0
Retirement	2	4	2	3	2	0
Sex-Stereotyping	0	4	3	1	1	0
Telework	0	6	3	7	14	1
Termination	12	16	21	30	17	3
Terms/Conditions of Employment	57	46	41	54	40	10
Time and Attendance	53	55	48	49	46	8
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 Thru12-31
	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	169.00
Average number of days in final action	32.63	39.17	33.49	37.25	34.03	30.46
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	189.31

Average number of days in final action	21.16	32.42	25.04	30.25	31.59	26.35						
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	155.95						
Average number of days in final action	42.15	47.61	45.15	48.62	39.91	43.53						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2020 Thru12-31						
	2015	2016	2017	2018	2019							
Total Complaints Dismissed by Agency	37	38	30	35	29	9						
Average days pending prior to dismissal	47.57	22.03	47.9	162	28.07	14.44						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	12	24	9	20	17	9						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 Thru12-31	
	2015	2016	2017	2018	2019							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	6	10	5	10	2						
Without Hearing	0	5	9	4	0	1						
With Hearing	0	1	1	1	10	1						
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020 Thru12-31	
	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	2						

Race	0	0	0	0	0	0	0	0	7	70	2	100
Color	0	0	0	0	0	0	0	0	2	20	2	100
Religion	0	0	1	17	0	0	0	0	0	0	0	0
Reprisal	2	67	1	17	3	50	1	25	6	60	1	50
Sex	0	0	2	33	2	33	0	0	2	20	0	0
PDA	0	0	0	0	1	17	0	0	0	0	0	0
National Origin	0	0	1	17	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	3	30	0	0
Disability	2	67	3	50	5	83	3	75	4	40	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	0	0
Findings After Hearing												
	0		1		1		1		10		1	
Race	0	0	0	0	0	0	0	0	7	70	1	100
Color	0	0	0	0	0	0	0	0	2	20	1	100
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	1	100	6	60	0	0
Sex	0	0	0	0	0	0	0	0	2	20	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	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	3	30	0	0
Disability	0	0	1	100	1	100	0	0	4	40	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	0	0	0	0
Findings Without Hearing												
	3		5		5		3		0		1	

Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	1	100
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	100
Sex	0	0	2	40	2	40	0	0	0	0	0	0
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	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	67	2	40	4	80	3	100	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020 Thru12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		6		6		4		10		2	
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	279	319	300	277	234	341
Total Complainants	227	257	249	241	221	309
Number complaints pending						
Investigation	2	3	0	0	0	50
ROI issued, pending Complainant's action	0	0	0	0	0	14
Hearing	266	310	294	274	209	262
Final Agency Action	10	10	6	6	27	17
Appeal with EEOC Office of Federal Operations	245	987	1004	993	1025	1038
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	15	5	3	0	0	0