

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

## Internal Revenue Service (IRS)

For 3rd Quarter 2019 for period ending June 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	249	266	281	237	303	187
Number of Complainants	227	252	256	220	280	175
Repeat Filers	17	10	19	15	22	12
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	2019Thru06-30
Race	107	107	107	97	94	62
Color	18	31	34	29	19	14
Religion	13	17	12	20	12	2
Reprisal	152	153	171	126	152	97
Sex	82	93	102	77	81	56
PDA	1	1	2	0	1	0
National Origin	22	29	29	18	31	25

Equal Pay Act	1	2	0	1	1	0
Age	78	73	78	68	64	35
Disability	64	103	114	98	126	67
Genetics	0	0	0	1	0	0
Non-EEO	8	15	20	12	18	11
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Appointment/Hire	8	7	14	16	6	8
Assignment of Duties	34	40	35	45	54	22
Awards	5	6	5	9	5	3
Conversion to Full Time/Perm Status	1	0	1	1	0	1
<b>Disciplinary Action</b>						
Demotion	2	6	3	4	6	0
Reprimand	6	13	13	9	12	11
Suspension	15	10	18	14	18	8
Removal	4	4	5	3	2	2
Other	0	0	10	16	14	8
Duty Hours	7	10	10	9	16	9
Perf. Eval./ Appraisal	70	66	70	51	71	40
Examination/Test	0	0	0	1	0	0
<b>Harassment</b>						
Non-Sexual	116	122	136	96	126	74
Sexual	10	8	5	5	9	6
Medical Examination	0	3	0	4	2	0
Pay including overtime	6	7	3	10	9	5

Promotion/Non-Selection	42	65	40	45	43	22
<b>Reassignment</b>						
Denied	3	5	6	5	3	2
Directed	10	7	10	4	9	5
Reasonable Accommodation Disability	17	41	46	33	53	31
Reinstatement	0	1	2	1	0	0
Religious Accommodation	0	0	1	0	1	0
Retirement	3	2	4	2	3	1
Sex-Stereotyping	0	0	4	3	1	1
Telework	0	0	6	3	7	11
Termination	11	12	16	21	30	15
Terms/Conditions of Employment	53	57	46	41	54	31
Time and Attendance	48	53	55	48	49	28
Training	10	18	13	11	18	2
<b>Other</b>						
Equal Pay Act Violation	0	0	1	1	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru06-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Complaints pending during fiscal year						
Average number of days in investigation	292.84	209.42	205.16	184.86	166.73	174.69
Average number of days in final action	32.30	32.63	39.17	33.49	37.25	33.58
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	291.44	216.19	215.47	189.93	166.66	178.44						
Average number of days in final action	22.51	21.16	32.42	25.04	30.25	31.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	295.12	196.17	199.84	182.87	171.34	176.32						
Average number of days in final action	44.62	42.15	47.61	45.15	48.62	38.64						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru06-30</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total Complaints Dismissed by Agency	34	37	38	30	35						16	
Average days pending prior to dismissal	86.06	47.57	22.03	47.9	162						20.81	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	28	12	24	9	20						15	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru06-30</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</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	0		0		6		10		5		4	
Without Hearing	0	0	0	0	5	83	9	90	4	80	0	0
With Hearing	0	0	0	0	1	17	1	10	1	20	4	100



Age	0	0	0	0	0	0	0	0	0	0	2	50
Disability	0	0	0	0	1	100	1	100	0	0	3	75
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>	1		3		5		5		3		0	
Race	1	100	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	1	20	0	0	0	0	0	0
Reprisal	1	100	2	67	1	20	2	40	0	0	0	0
Sex	0	0	0	0	2	40	2	40	0	0	0	0
PDA	0	0	0	0	0	0	1	20	0	0	0	0
National Origin	0	0	0	0	1	20	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	0	0
Disability	1	100	2	67	2	40	4	80	3	100	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru06-30</b>	
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</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>
<b>Total Number Findings</b>	1		3		6		6		4		4	
Appointment/Hire	0	0	0	0	1	17	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	17	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												



Other - User Define												
Equal Pay Act Violation	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 After Hearing</b>	0		0		1		1		1		4	
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/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	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	1	25
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	100	3	75
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	0	0	0	0	0	0	1	25
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	0	0	1	100	0	0	0	0	1	25
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	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	1	100	0	0	1	25
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 Violation	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>	1		3		5		5		3		0	
Appointment/Hire	0	0	0	0	1	20	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	20	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



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>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru06-30</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total complaints from previous Fiscal Years	242	279	319	300	277							301
Total Complainants	208	227	257	249	241							278
<b>Number complaints pending</b>												
Investigation	3	2	3	0	0							0
ROI issued, pending Complainant's action	7	0	0	0	0							3
Hearing	223	266	310	294	274							282
Final Agency Action	8	10	10	6	6							19
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru06-30</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	4	15	5	3	0							0