

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

Internal Revenue Service (IRS)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	249	266	281	237	303	264
Number of Complainants	227	252	256	220	280	241
Repeat Filers	17	10	19	15	22	21
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
<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	
Race	107	107	107	97	94	92
Color	18	31	34	29	19	23
Religion	13	17	12	20	12	8
Reprisal	152	153	171	126	152	137
Sex	82	93	102	77	81	85
PDA	1	1	2	0	1	0
National Origin	22	29	29	18	31	34
Equal Pay Act	1	2	0	1	1	0

Age	78	73	78	68	64	60
Disability	64	103	114	98	126	101
Genetics	0	0	0	1	0	0
Non-EEO	8	15	20	12	18	17
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
<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	
Appointment/Hire	8	7	14	16	6	14
Assignment of Duties	34	40	35	45	54	26
Awards	5	6	5	9	5	3
Conversion to Full Time/Perm Status	1	0	1	1	0	1
Disciplinary Action						
Demotion	2	6	3	4	6	0
Reprimand	6	13	13	9	12	13
Suspension	15	10	18	14	18	11
Removal	4	4	5	3	2	2
Other	0	0	10	16	14	10
Duty Hours	7	10	10	9	16	11
Perf. Eval./ Appraisal	70	66	70	51	71	50
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	116	122	136	96	126	106
Sexual	10	8	5	5	9	8
Medical Examination	0	3	0	4	2	0
Pay including overtime	6	7	3	10	9	6
Promotion/Non-Selection	42	65	40	45	43	37
Reassignment						

Denied	3	5	6	5	3	3
Directed	10	7	10	4	9	7
Reasonable Accommodation Disability	17	41	46	33	53	46
Reinstatement	0	1	2	1	0	0
Religious Accommodation	0	0	1	0	1	0
Retirement	3	2	4	2	3	2
Sex-Stereotyping	0	0	4	3	1	1
Telework	0	0	6	3	7	14
Termination	11	12	16	21	30	17
Terms/Conditions of Employment	53	57	46	41	54	40
Time and Attendance	48	53	55	48	49	46
Training	10	18	13	11	18	4
Other						
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	292.84	209.42	205.16	184.86	166.73	170.89
Average number of days in final action	32.30	32.63	39.17	33.49	37.25	34.03
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	175.22
Average number of days in final action	22.51	21.16	32.42	25.04	30.25	31.59

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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 09-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		3		6		6		4		10	
Appointment/Hire	0	0	0	0	1	17	0	0	0	0	1	10
Assignment of Duties	0	0	0	0	1	17	0	0	0	0	1	10
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	1	100	0	0	0	0	0	0	0	0	1	10
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

Harassment												
Non-Sexual	0	0	2	67	0	0	2	33	1	25	4	40
Sexual	0	0	0	0	2	33	1	17	0	0	0	0
Medical Examination	0	0	1	33	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	5	50
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	17	4	67	2	50	1	10
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	1	17	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	17	0	0	1	10
Time and Attendance	0	0	1	33	1	17	0	0	1	25	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
Findings After Hearing	0		0		1		1		1		10	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	10

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	10
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
Findings Without Hearing	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
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	1	100	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												
Non-Sexual	0	0	2	67	0	0	2	40	0	0	0	0
Sexual	0	0	0	0	2	40	1	20	0	0	0	0

Medical Examination	0	0	1	33	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	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	0	0	0	0	4	80	2	67	0	0
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	1	20	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	33	1	20	0	0	1	33	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	242	279	319	300	277	234
Total Complainants	208	227	257	249	241	221

Number complaints pending						
Investigation	3	2	3	0	0	0
ROI issued, pending Complainant's action	7	0	0	0	0	0
Hearing	223	266	310	294	274	209
Final Agency Action	8	10	10	6	6	27
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	4	15	5	3	0	0