

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

Internal Revenue Service

For 4th Quarter 2020 for period ending September 30, 2020

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	266	281	237	303	264	221
Number of Complainants	252	256	220	280	241	207
Repeat Filers	10	19	15	22	21	9

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	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>						
Race	107	107	97	94	92	85
Color	31	34	29	19	23	28
Religion	17	12	20	12	8	13
Reprisal	153	171	126	152	137	122
Sex	93	102	77	81	85	65
PDA	1	2	0	1	0	0
National Origin	29	29	18	31	34	30

Equal Pay Act	2	0	1	1	0	0
Age	73	78	68	64	60	61
Disability	103	114	98	126	101	101
Genetics	0	0	1	0	0	2
Non-EEO	15	20	12	18	17	12
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
<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	11
Assignment of Duties	40	35	45	54	26	12
Awards	6	5	9	5	3	5
Conversion to Full Time/Perm Status	0	1	1	0	1	1
Disciplinary Action						
Demotion	6	3	4	6	0	1
Reprimand	13	13	9	12	13	14
Suspension	10	18	14	18	11	7
Removal	4	5	3	2	2	7
Other (DO NOT USE)	0	10	16	14	10	0
Duty Hours	10	10	9	16	11	2
Perf. Eval./ Appraisal	66	70	51	71	50	34
Examination/Test	0	0	1	0	0	1
Harassment						
Non-Sexual	122	136	96	126	106	83
Sexual	8	5	5	9	8	3
Medical Examination	3	0	4	2	0	0
Pay including overtime	7	3	10	9	6	10

Promotion/Non-Selection	65	40	45	43	37	41
Reassignment						
Denied	5	6	5	3	3	1
Directed	7	10	4	9	7	4
Reasonable Accommodation Disability	41	46	33	53	46	35
Reinstatement	1	2	1	0	0	0
Religious Accommodation	0	1	0	1	0	0
Retirement	2	4	2	3	2	3
Sex-Stereotyping	0	4	3	1	1	0
Telework	0	6	3	7	14	4
Termination	12	16	21	30	17	19
Terms/Conditions of Employment	57	46	41	54	40	29
Time and Attendance	53	55	48	49	46	36
Training	18	13	11	18	4	4
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					2020Thru09-30
	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	160.82
Average number of days in final action	32.63	39.17	33.49	37.25	34.03	40.10
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	168.37					
Average number of days in final action	21.16	32.42	25.04	30.25	31.59	38.86					
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	157.83					
Average number of days in final action	42.15	47.61	45.15	48.62	39.91	42.36					
Complaints Dismissed by Agency	Comparative Data										
	Previous Fiscal Year Data										2020Thru09-30
	2015	2016	2017	2018	2019						
Total Complaints Dismissed by Agency	37	38	30	35	29						30
Average days pending prior to dismissal	47.57	22.03	47.9	162	28.07						36.27
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	12	24	9	20	17						24
Total Final Agency Actions Finding Discrimination	Comparative Data										
	Previous Fiscal Year Data										2020Thru09-30
	2015	2016	2017	2018	2019						
	#	%	#	%	#	%	#	%	#	%	#
Total Number Findings	0	6	10	5	10	4					
Without Hearing	0	5	9	4	0	3	75				
With Hearing	0	1	1	1	10	1	20	10	100	1	25

Age	0	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		3		
Race	0	0	0	0	0	0	0	0	0	0	1	33	
Color	0	0	0	0	0	0	0	0	0	0	1	33	
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	33	
Sex	0	0	2	40	2	40	0	0	0	0	1	33	
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	33	
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	2	67	
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	33	
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2020Thru09-30		
	2015		2016		2017		2018		2019		30		
	#	%	#	%	#	%	#	%	#	%	#	%	#
Total Number Findings	3		6		6		4		10		4		
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													

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	
Appointment/Hire	0	0	0	0	0	0	0	0	1	10	0	0
Assignment of Duties	0	0	0	0	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	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	100	4	40	1	100
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	5	50	0	0
Reassignment												

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												
Non-Sexual	2	67	0	0	2	40	0	0	0	0	1	33
Sexual	0	0	2	40	1	20	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	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	4	80	2	67	0	0	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	20	0	0	0	0	1	33
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	33	1	20	0	0	1	33	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020Thru09-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	279	319	300	277	234	185						
Total Complainants	227	257	249	241	221	169						
Number complaints pending												
Investigation	2	3	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	266	310	294	274	209	170						
Final Agency Action	10	10	6	6	27	15						
Complaint Investigations	Comparative Data						2020Thru09-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	15	5	3	0	0	0						