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

Internal Revenue Service (IRS)

For 4th Quarter 2018 for period ending September 30, 2018

This report is based on the Complaint Against hierarchy.

			Coı	nparat	ive Dat	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2018Thru09-30
	2013	2014	2015	2016	2017	2018111ru09-30
Number of Complaints Filed	301	249	266	281	237	303
Number of Complainants	280	227	252	256	220	280
Repeat Filers	14	17	10	19	15	22

Complaints by Pasis			Com	parati	ve Data	a
Complaints by Basis	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru09- 30
Race	113	107	107	107	97	94
Color	15	18	31	34	29	19
Religion	10	13	17	12	20	12
Reprisal	152	152	153	171	126	152
Sex	72	82	93	102	77	81
PDA	0	1	1	2	0	1
National Origin	16	22	29	29	18	31

Equal Pay Act	0	1	2	0	1	1
Age	62	78	73	78	68	64
Disability	121	64	103	114	98	126
Genetics	0	0	0	0	1	0
Non-EEO	17	8	15	20	12	18
Complete to be I comp			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru09- 30
Appointment/Hire	5	8	7	14	16	6
Assignment of Duties	35	34	40	35	45	54
Awards	8	5	6	5	9	5
Conversion to Full Time/Perm Status	1	1	0	1	1	0
Disciplinary Action						
Demotion	4	2	6	3	4	6
Reprimand	16	6	13	13	9	12
Suspension	10	15	10	18	14	18
Removal	6	4	4	5	3	2
Other	0	0	0	10	16	14
Duty Hours	5	7	10	10	9	16
Perf. Eval./ Appraisal	55	70	66	70	51	71
Examination/Test	1	0	0	0	1	0
Harassment						
Non-Sexual	154	116	122	136	96	126
Sexual	5	10	8	5	5	9
Medical Examination	1	0	3	0	4	2
Pay including overtime	7	6	7	3	10	9

Promotion/Non-Selection		39	42	65	40)	45	43
Reassignment								
Denied		7	3	5	6	,	5	3
Directed		5	10	7	10)	4	9
Reasonable Accommodation Disability	l	42	17	41	41 46		33	53
Reinstatement		3	0	1	2	,	1	0
Religious Accommodation		0	0	0	1		0	1
Retirement		3	3	2	4	-	2	3
Sex-Stereotyping		0	0	0	4		3	1
Telework		0	0	0	6		3	7
Termination	21	11	12	10	5	21	30	
Terms/Conditions of Employ	yment	86	53	57	57 46		41	54
Time and Attendance		44	48	53	5:	5	48	49
Training		21	10	18	1.	3	11	18
Other								
Equal Pay Act Violation	n	0	0	0	1		1	0
User Defined - Other 2		0	0	0	C)	0	0
User Defined - Other 3		0	0	0	0 0		0	0
User Defined - Other 4		0	0	0	C)	0	0
			Cor	npa	rative	D	ata	
Processing Time	I	Previous	Fiscal	Yea	ar Dat	a		2018Thru09-
	2013	2014	2015		2016		2017	30
Complaints pending during t	iscal yea	r	14					
Average number of days in investigation	261.15	292.84	209.4	9.42 205		1	184.86	166.73
Average number of days in final action	32.30 32.63 39.17				33.49	9 37.25		
Complaint pending during fi	scal year	where h	earing	was	reque	ste	ed	

							_								
Average number of days in investigation	252.4	17	291	1.4	4 2	216	5.1	9 2	215	5.47	189	9.93	10	66.66	
Average number of days in final action	19.3	9	22	2.51		21.	.16	5	32	.42	25	.04	3	0.25	
Complaint pending during fi	scal ye	ear	whe	ere	hea	rin	ıg	was	s no	ot rec	ques	ted			
Average number of days in investigation	277.6	50	295	5.1	2 1	96	5.1	7	199	0.84	182	2.87	1'	71.34	
Average number of days in final action	56.3	1	44	.62	2 4	42.	.15	5	47	.61	45	.15	4	-8.62	
							(Con	npa	arati	ive I)ata			
Complaints Dismissed I Agency	Эy		Pı	rev	iou	s F	'is	cal	Ye	ar D	ata		2018Thru09-		
rigolicy		2	2013 201		2014	014 20		015	; (2	2016	20)17		30	
Total Complaints Dismissed Agency	by		28	34		4		37		38	30			35	
Average days pending prior dismissal	to	7	74.54 8		36.0	6	47	7.57	7 2	22.03	3 4	7.9		162	
Comp	laints	W	ithd	ra	wn l	by	C	om	pla	inaı	nts				
Total Complaints Withdrawn Complainants	n by		18	T	28			12		24		9	20		
							C	Con	ıpa	rati	ve D	ata			
Total Final Agency Actio	ns		Pr	·ev	ious	s F	isc	cal	Ye	ar D	ata		2018	Thru09-	
Finding Discrimination	1	20)13	20	014	2	20:	15	20)16	20	17		30	
	ĺ	#	%	#	%	#	ŧ	%	#	%	#	%	#	%	
Total Number Findings		0		0		0)		6		10		5		
Without Hearing		0	0	0	0	0)	0	5	83	9	90	4	80	
With Hearing		$\begin{vmatrix} 0 & 0 \\ 0 & 0 \end{vmatrix}$		0	0	\bigcup_{0}	\prod	0	1	17	1	10	1	20	

Findings of Discrimination	S D E' IV D.4.											
Rendered by Basis		J	Pre	vious	Fis	scal	Yea	ar Da	ıta		2018	Thru09-
Note: Complaints can be filed	20)13	2	014	20)15	2	016	2	017		30
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		3		6		6		4	
Race	0	0	1	100	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	0	0	1	17	0	0	0	0
Reprisal	0	0	1	100	2	67	1	17	3	50	1	25
Sex	0	0	0	0	0	0	2	33	2	33	0	0
PDA	0	0	0	0	0	0	0	0	1	17	0	0
National Origin	0	0	0	0	0	0	1	17	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	0	0	0	0	0	0
Disability	0	0	1	100	2	67	3	50	5	83	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
Findings After Hearing	0		0		0		1		1		1	
Race	0	0	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	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	1	100
Sex	0	0	0	0	0	0	0	0	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	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	0	0	0	0	0	0	1	100	1	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 Without Hearing	0		1		3		5		5		3	
Race	0	0	1	100	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	0	0	1	20	0	0	0	0
Reprisal	0	0	1	100	2	67	1	20	2	40	0	0
Sex	0	0	0	0	0	0	2	40	2	40	0	0
PDA	0	0	0	0	0	0	0	0	1	20	0	0
National Origin	0	0	0	0	0	0	1	20	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	0	0	0	0	0	0
Disability	0	0	1	100	2	67	2	40	4	80	3	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
					(Com	pai	rative	Da	ata		
Findings of Discrimination		I	rev	ious	Fis	cal Y	Yea	ır Dat	ta		2018	Thru09-
Rendered by Issue	20	13	20)14	20	15	20	016	20)17		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		3		6		6		4	
Appointment/Hire	0	0	0	0	0	0	1	17	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	17	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	o	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	1	100	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	0	0	2	67	0	0	2	33	1	25
Sexual	0	0	0	0	0	0	2	33	1	17	0	0
Medical Examination	0	0	0	0	1	33	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	1	17	4	67	2	50
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	1	17	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	17	0	0
Time and Attendance	0	0	0	0	1	33	1	17	0	0	1	25
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		0		1		1		1	
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												1
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	0	0
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	0	0	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	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	1	100	0	0	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	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	100	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 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	0		1		3		5		5		3	
Appointment/Hire	0	0	0	0	0	0	1	20	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	20	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	1	100	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												1
Non-Sexual	0	0	0	0	2	67	0	0	2	40	0	0
Sexual	0	0	0	0	0	0	2	40	1	20	0	0
Medical Examination	0	0	0	0	1	33	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		ı				ı						ı
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	0	0	4	80	2	67
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	1	20	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	33	1	20	0	0	1	33
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	C)	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	C)	0	0	0	0	0	0	0	0
							(Com	para	tiv	e Dat	a	
Pending Complaints Filed Previous Fiscal Years by Sta		S	F	re	vio	us	Fisc	cal `	Year	Da	ata	2018	Thru09-
Trevious riseur rears by Su		•	201	13	20	14	20	15	2010	6	2017		30
Total complaints from previous Fiscal Years	ı		18	9	2	42	2	79	319)	300		277
Total Complainants			15	8	20	08	2	27	257		249		241
Number complaints pending													
Investigation			7			3	,	2	3		0		0
ROI issued, pending Complainant's action			2		,	7)	0		0		0
Hearing			17	0	2	23	20	56	310		294		274
Final Agency Action			8			8	1	0	10		6		6
							(Com	para	tiv	ve Dat	a	
Complaint Investigations	S		F	re	vio	us	Fisc	cal `	Year	D	ata	2018	Thru09-
			201	13	20)14	20	15	201	6	2017		30
Pending Complaints Where Investigations Exceed Required Time Frames	l		26	5	•	4	1	.5	5		3	0	