

# 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.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						
Denied	7	3	5	6	5	3
Directed	5	10	7	10	4	9
Reasonable Accommodation Disability	42	17	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	16	21	30
Terms/Conditions of Employment	86	53	57	46	41	54
Time and Attendance	44	48	53	55	48	49
Training	21	10	18	13	11	18
<b>Other</b>						
Equal Pay Act Violation	0	0	0	1	1	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>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Complaints pending during fiscal year						
Average number of days in investigation	261.15	292.84	209.42	205.16	184.86	166.73
Average number of days in final action	31.53	32.30	32.63	39.17	33.49	37.25
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	252.47	291.44	216.19	215.47	189.93	166.66						
Average number of days in final action	19.39	22.51	21.16	32.42	25.04	30.25						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	277.60	295.12	196.17	199.84	182.87	171.34						
Average number of days in final action	56.31	44.62	42.15	47.61	45.15	48.62						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total Complaints Dismissed by Agency	28	34	37	38	30						35	
Average days pending prior to dismissal	74.54	86.06	47.57	22.03	47.9						162	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	18	28	12	24	9						20	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</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		0		6		10		5	
Without Hearing	0	0	0	0	0	0	5	83	9	90	4	80
With Hearing	0	0	0	0	0	0	1	17	1	10	1	20



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
<b>Findings Without Hearing</b>	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</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>	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	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												











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>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total complaints from previous Fiscal Years	189	242	279	319	300							277
Total Complainants	158	208	227	257	249							241
<b>Number complaints pending</b>												
Investigation	7	3	2	3	0							0
ROI issued, pending Complainant's action	2	7	0	0	0							0
Hearing	170	223	266	310	294							274
Final Agency Action	8	8	10	10	6							6
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	26	4	15	5	3							0