

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Internal Revenue Service Office of the Chief Counsel (IRSCC)

**For 2nd Quarter 2021 for period ending March 31, 2021**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	3	6	8	13	9	8
Number of Complainants	3	5	8	9	8	5
Repeat Filers	0	1	0	1	1	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	0	4	7	7	3	6
Color	0	3	6	5	2	4
Religion	0	1	2	5	1	3
Reprisal	1	5	7	11	8	8
Sex	1	4	5	8	4	6
PDA	0	0	0	0	0	0
National Origin	0	3	2	5	1	3
Equal Pay Act	0	0	0	1	0	0
Age	1	3	1	7	3	3
Disability	0	2	7	8	7	7
Genetics	0	0	3	4	1	1

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Non-EEO	1	1	3	7	2	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	0	1	0	0	0	0
Assignment of Duties	0	2	4	1	1	0
Awards	0	1	1	2	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	2	0
Suspension	0	0	0	0	1	1
Removal	0	0	0	0	0	1
Other (DO NOT USE)	0	1	0	0	0	0
Duty Hours	0	1	0	0	0	0
Perf. Eval./ Appraisal	0	3	2	8	2	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	1	2	5	8	7	6
Sexual	0	2	1	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Promotion/Non-Selection	0	1	1	3	1	1
<b>Reassignment</b>						
Denied	0	0	1	0	1	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	1	2	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	0	1	0	0
Termination	1	0	1	0	0	0
Terms/Conditions of Employment	2	1	4	1	1	1
Time and Attendance	0	1	0	4	0	1
Training	0	1	1	0	1	0
<b>Other</b>						
Equal Pay Act (DO NOT USE)	0	0	0	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					2021Thru03-31

Complaints by Issue		Comparative Data					2021Thru03-31
		Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>		2016	2017	2018	2019	2020	
	2016	2017	2018	2019	2020		
Complaints pending during fiscal year							
Average number of days in investigation	249.50	265.00	182.44	149.17	169.00		139.40
Average number of days in final action	38.00	0	41.38	65.33	47.00		26.09
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	255.00	279.00	208.00	140.75	160.70		156.00
Average number of days in final action	0	0	19.00	92.00	38.50		19.86
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	0	237.00	174.20	166.00	196.67		135.25
Average number of days in final action	0	0	37.20	52.00	52.67		37.00
Complaints Dismissed by Agency		Comparative Data					2021Thru03-31
		Previous Fiscal Year Data					
		2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency		2	0	0	1	0	4







Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 03-31	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
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 (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	0	0	0	0	0	0	0	0	0	0	0	0
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												













Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru03-31	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
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											
	Previous Fiscal Year Data										2021Thru03-31	
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	4	3	3	8	14					11		
Total Complainants	4	3	3	8	4					5		
<b>Number complaints pending</b>												
Investigation	0	0	0	0	0					0		
ROI issued, pending Complainant's action	0	0	0	0	0					1		
Hearing	4	3	3	8	8					10		
Final Agency Action	1	1	0	0	6					0		
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data											

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru03-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021Thru03-31</b>
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0