

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

Internal Revenue Service Office of the Chief Counsel (IRSCC)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	8	3	6	8	13	1
Number of Complainants	6	3	5	8	9	1
Repeat Filers	2	0	1	0	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	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>	2015	2016	2017	2018	2019	2020 Thru12-31
Race	5	0	4	7	7	0
Color	1	0	3	6	5	0
Religion	0	0	1	2	5	0
Reprisal	3	1	5	7	11	1
Sex	6	1	4	5	8	0
PDA	0	0	0	0	0	0
National Origin	3	0	3	2	5	0

Equal Pay Act	0	0	0	0	1	0
Age	3	1	3	1	7	0
Disability	4	0	2	7	8	1
Genetics	0	0	0	3	4	0
Non-EEO	1	1	1	3	7	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
<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	0	0	1	0	0	0
Assignment of Duties	1	0	2	4	1	0
Awards	0	0	1	1	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other (DO NOT USE)	0	0	1	0	0	0
Duty Hours	0	0	1	0	0	0
Perf. Eval./ Appraisal	3	0	3	2	8	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	1	2	5	8	1
Sexual	0	0	2	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	1	3	0

Reassignment						
Denied	0	0	0	1	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	1	0	0	2	1	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	1	0	1	0
Termination	0	1	0	1	0	0
Terms/Conditions of Employment	1	2	1	4	1	0
Time and Attendance	0	0	1	0	4	0
Training	1	0	1	1	0	0
Other						
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					2020 Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	207.50	249.50	265.00	182.44	149.17	165.50
Average number of days in final action	0	38.00	0	41.38	65.33	30.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	207.50	255.00	279.00	208.00	140.75	153.00

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	0	0
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	0	0	0	0	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 After Hearing												
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	0	0	0	0
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	0	0	0	0	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												
Race	0	0	0	0	0	0	0	0	1	0	0	0

ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	6	4	3	3	8	12
Final Agency Action	0	1	1	0	0	0
Appeal with EEOC Office of Federal Operations	2	8	8	10	9	11
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0