

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

Internal Revenue Service Office of the Chief Counsel (IRSCC)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	7	8	3	6	8	13
Number of Complainants	7	6	3	5	8	9
Repeat Filers	0	2	0	1	0	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	2	5	0	4	7	7
Color	2	1	0	3	6	5
Religion	0	0	0	1	2	5
Reprisal	4	3	1	5	7	11
Sex	3	6	1	4	5	8
PDA	0	0	0	0	0	0
National Origin	2	3	0	3	2	5

Equal Pay Act	0	0	0	0	0	1
Age	1	3	1	3	1	7
Disability	0	4	0	2	7	8
Genetics	0	0	0	0	3	4
Non-EEO	2	1	1	1	3	7
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	0	0	0	1	0	0
Assignment of Duties	0	1	0	2	4	1
Awards	0	0	0	1	1	2
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	0	0	0	1	0	0
Duty Hours	0	0	0	1	0	0
Perf. Eval./ Appraisal	1	3	0	3	2	8
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	5	4	1	2	5	8
Sexual	1	0	0	2	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	1	1	3

Reassignment						
Denied	0	0	0	0	1	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	1	0	0	2	1
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	0	1	0	1
Termination	0	0	1	0	1	0
Terms/Conditions of Employment	0	1	2	1	4	1
Time and Attendance	0	0	0	1	0	4
Training	0	1	0	1	1	0
Other						
Equal Pay Act Violation	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					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	230.67	207.50	249.50	265.00	182.44	149.17
Average number of days in final action	22.00	0	38.00	0	41.38	65.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	239.00	207.50	255.00	279.00	208.00	140.75

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	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	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 09-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		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												
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

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	0	0	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	0	0	1	100
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2019 Thru 09-30					
	Previous Fiscal Year Data											
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	3	6	4	3	3	8						
Total Complainants	3	6	4	3	3	8						
Number complaints pending												
Investigation	0	0	0	0	0	0						

ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	3	6	4	3	3	8
Final Agency Action	0	0	1	1	0	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0