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

IRS Office of the Chief Counsel (IRSCC)

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

This report is based on the Complaint Against hierarchy.

	Comparative Data											
Complaint Activity	Pr	evious	ata	2018Thru09-30								
	2013	2014	2015	2016	2017	20181 nru09-30						
Number of Complaints Filed	9	7	8	3	6	8						
Number of Complainants	9	7	6	3	5	8						
Repeat Filers	0	0	2	0	1	0						

Complaints by Dasis			Com	parati	ve Dat	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	0	2	5	0	4	7
Color	0	2	1	0	3	6
Religion	1	0	0	0	1	2
Reprisal	6	4	3	1	5	7
Sex	3	3	6	1	4	5
PDA	0	0	0	0	0	0
National Origin	0	2	3	0	3	2

Equal Pay Act	0	0	0	0	0	0
Age	3	1	3	1	3	1
Disability	3	0	4	0	2	7
Genetics	0	0	0	0	0	3
Non-EEO	0	2	1	1	1	3
Completed by Issue			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	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	0	0	0	0	1	0
Assignment of Duties	2	0	1	0	2	4
Awards	0	0	0	0	1	1
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	0	1	0
Duty Hours	0	0	0	0	1	0
Perf. Eval./ Appraisal	2	1	3	0	3	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	5	4	1	2	5
Sexual	0	1	0	0	2	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0

Promotion/Non-Selection		1	0	0	0	1	1			
Reassignment										
Denied		0	0	0	0	0	1			
Directed		0	0	0	0	0	0			
Reasonable Accommodation Disability	l	3	0	1	0	0	2			
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	0	1	0			
Termination		1	0	0	1	0	1			
Terms/Conditions of Employ	yment	1	0	1	2	1	4			
Time and Attendance		0	0	0	0	1	0			
Training		0	0	1	0	1	1			
Other										
Equal Pay Act Violation	n	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			
			Con	npa	rative	Data				
Processing Time	I	Previous	Fiscal	Yea	ar Data	a	2018Thru09-			
	2013	2014	2015	,	2016	2017	30			
Complaints pending during f	iscal yea	r	-	-						
Average number of days in investigation	147.60	230.67	207.50	0 2	49.50	265.00	182.44			
Average number of days in final action	1.00	22.00	0	3	38.00	0	41.38			
Complaint pending during fi	Complaint pending during fiscal year where hearing was requested									

Average number of days in investigation	147.60	2	239.00		207	207.50		255.00		279	00.6	20	08.80		
Average number of days in final action	1.00		4.50					0		(0	1	9.00		
Complaint pending during fi	scal year	r w	here	h	earii	ng	was	not	req	ues	ted				
Average number of days in investigation	0	2:	22.3	3		0		0		237	7.00	1'	74.20		
Average number of days in final action	0	3	39.50	0		0		0		()	3	7.20		
							Coi	mpa	arat	ive	Dat	a			
Complaints Dismissed by	Agency		Pre	evi	ious	Fi	scal	Ye	ar I)ata	a	20187			
		2	013	72	2014	2014 201		2	016	20	17		30		
Total Complaints Dismissed Agency	by		2	Ī	2		1		2		0		0		
Average days pending prior dismissal	to	9	927	Ī	12.5	Ī	37		21		0		0		
Comp	laints W	ith	ıdra	ıW	n by	' C	omj	olai	nan	ts					
Total Complaints Withdraw Complainants	n by		1	T	1		0		0		0		0		
							Com	ıpa	rati	ve I)ata				
Total Final Agency Acti	ons		Pre	vio	ous l	Fis	cal `	Yea	r D	ata		2018	Thru09-		
Finding Discriminatio		201	3	20)14	20	015	20)16	20)17		30		
	#	# % # % # % # % # % # % #		#	%										
Total Number Findings	()		0		0		0		0		0			
Without Hearing	()	0	0	0	0	0	0	0	0	0	0	0		
With Hearing	<u> </u>)	0	0	0	0	0	0	0	0	0	0	0		

Findings of Discrimination	Comparative Data											
Rendered by Basis		Pr	evi	ous	Fis	cal Y	Yea	r D	ata		20187	
Note: Complaints can be filed	20)13	20	2014		2015		2016		017	30	
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
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
				'								1
Findings After Hearing	0		0		0		0		0		0	
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

	_				_	_					
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
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0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
Ī				(Com	pai	ativ	e D	ata		
	Pr	evi	ous]	Fisc	cal Y	Yea	r Da	ata		20187	Γhru09-
20)13	20)14	20	15	20	16	20	17	1	30
#	%	#	%	#	%	#	%	#	%	#	%
0		0		0		0		0		0	
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
U	"										
0	0	0	0	0	0	0	0	0	0	0	0
	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	O O O O O O O O O O	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	O O O O O O O O O O	O O O O O O O O O O	O O O O O O O O O O	0	0	0

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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	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												
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	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 After Hearing	0		0		0		0		0		0	
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
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												
Denied	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 0 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 0 0 0	0 0 0 0 0
Religious Accommodation 0	0 0 0 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 0 0
Sex-Stereotyping 0	0 0 0 0 0 0	0 0
Telework 0<	0 0 0	0
Termination 0 <th< td=""><td>0 0</td><td></td></th<>	0 0	
Terms/Conditions of Employment 0 0 0 0 0 0 0 0 0 0		0
Employment 0 0 0 0 0 0 0 0 0	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
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
User Defined - Other 4 0	0 0	0
Findings Without Hearing 0 0 0 0 0 0	0	
Appointment/Hire 0 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 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
Reprimand 0	0 0	0
Suspension 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	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												
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	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
						Cor	np	arat	ive	Dat	a	
Pending Complaints Filed in Previous Fiscal Years by Status	;	P	re	viou	s F	iscal	Y	ear I	Dat	a	2018	Γhru09-
,		201	3	201	4	2015		2016	2	017		30
Total complaints from previous Fiscal Years		2		3		6		4		3		3
Total Complainants		2		3		6		4		3		3
Number complaints pending												
Investigation		0		0		0		0		0		0
ROI issued, pending Complainant's action		0		0		0		0		0		0
Hearing		2		3		6		4		3		3
Final Agency Action		0		0		0		1		1		0
						Cor	np	arat	ive	Dat	a	
Complaint Investigations		P	re	viou	s F	iscal	Y	ear l	Dat	a	2018	Γhru09-
		201	13	201	4	2015		2016	2	017		30
Pending Complaints Where Investigations Exceed Required Time Frames		0		0		0		0		0		0