

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

## Treasury Inspector General for Tax Administration (TIGTA)

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	4	8	7	0	5	4
Number of Complainants	4	8	7	0	5	3
Repeat Filers	0	0	0	0	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	1	4	3	0	2	2
Color	0	1	0	0	0	0
Religion	0	1	0	0	0	0
Reprisal	0	5	4	0	2	3
Sex	0	2	3	0	2	4
PDA	0	0	0	0	0	0
National Origin	0	2	0	0	0	0

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

<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	1	1	0	0	1
Reasonable Accommodation Disability	0	1	1	0	1	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	0	0
Termination	0	0	1	0	0	0
Terms/Conditions of Employment	1	2	3	0	0	1
Time and Attendance	0	1	0	0	0	0
Training	0	0	1	0	1	0
<b>Other</b>						
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	358.00	186.57	304.25	225.75	120.00	172.75
Average number of days in final action	63.00	15.00	128.33	38.00	29.33	52.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	294.50	193.40	296.67	209.00	0	134.00

Average number of days in final action	0	15.00	0	0	29.33	0		
Complaint pending during fiscal year where hearing was not requested								
Average number of days in investigation	485.00	169.50	327.00	242.50	120.00	185.67		
Average number of days in final action	63.00	0	128.33	38.00	0	52.00		
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 09-30</b>		
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>			
Total Complaints Dismissed by Agency	0	0	1	0	2	0		
Average days pending prior to dismissal	0	0	7	0	14.5	0		
<b>Complaints Withdrawn by Complainants</b>								
Total Complaints Withdrawn by Complainants	0	1	0	0	0	0		
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 09-30</b>		
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	0	0	0	0	0	0		
Without Hearing	0	0	0	0	0	0		
With Hearing	0	0	0	0	0	0		
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 09-30</b>		
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0	0	0	0	0	0		
Race	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2019 Thru 09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total complaints from previous Fiscal Years	2	3	6	8	0	0						
Total Complainants	2	3	6	8	0	0						
<b>Number complaints pending</b>												
Investigation	0	0	0	0	0	0						

ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	2	3	6	7	0	0
Final Agency Action	0	0	0	1	0	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019 Thru 09-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0