

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

Internal Revenue Service Office of the Chief Counsel (IRSCC)

For 2nd Quarter 2019 for period ending March 31, 2019

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 03-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	7	8	3	6	8	4
Number of Complainants	7	6	3	5	8	4
Repeat Filers	0	2	0	1	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 03-31
	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	2
Color	2	1	0	3	6	1
Religion	0	0	0	1	2	1
Reprisal	4	3	1	5	7	3
Sex	3	6	1	4	5	2
PDA	0	0	0	0	0	0

National Origin	2	3	0	3	2	1
Equal Pay Act	0	0	0	0	0	0
Age	1	3	1	3	1	1
Disability	0	4	0	2	7	2
Genetics	0	0	0	0	3	1
Non-EEO	2	1	1	1	3	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 03-31
<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	0
Awards	0	0	0	1	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	1	0	0
Duty Hours	0	0	0	1	0	0
Perf. Eval./ Appraisal	1	3	0	3	2	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	5	4	1	2	5	3
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	1
Reassignment						
Denied	0	0	0	0	1	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	1	0	0	2	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	0	1	0	0
Termination	0	0	1	0	1	0
Terms/Conditions of Employment	0	1	2	1	4	0
Time and Attendance	0	0	0	1	0	1
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 03-31
	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	195.40
Average number of days in final action	22.00	0	38.00	0	41.38	52.00
Complaint pending during fiscal year where hearing was requested						

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	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 03-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
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												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 03-31
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	3	6	4	3	3	9
Total Complainants	3	6	4	3	3	9
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	9
Final Agency Action	0	0	1	1	0	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 03-31
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0