

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

Internal Revenue Service (IRS)

For 1st Quarter 2012 for period ending December 31, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	412	361	263	313	304	87
Number of Complainants	371	339	237	298	263	83
Repeat Filers	30	21	23	14	28	4

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	147	151	97	139	101	37
Color	17	19	11	17	10	9
Religion	16	23	7	14	18	1
Reprisal	156	151	127	143	133	39
Sex	110	124	87	88	83	25
National Origin	25	34	20	19	19	8
Equal Pay Act	2	2	0	0	0	0
Age	104	109	82	83	59	15
Disability	113	90	69	88	91	32
Non-EEO	12	29	11	14	18	2

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	14	13	10	13	4	1
Assignment of Duties	51	36	33	34	35	15
Awards	13	8	6	6	8	2
Conversion to Full-time	0	2	0	0	1	0
Disciplinary Action						
Demotion	5	4	1	0	5	0
Reprimand	9	15	9	16	9	6
Suspension	11	7	15	18	10	4
Removal	5	4	3	2	4	1
Other	7	17	10	8	1	5
Duty Hours	6	9	6	6	3	2
Evaluation Appraisal	79	69	57	59	71	18
Examination/Test	1	0	0	3	1	0
Harassment						
Non-Sexual	175	184	129	150	127	41
Sexual	13	12	8	4	13	1
Medical Examination	0	2	1	3	2	0
Pay (Including Overtime)	15	12	8	12	4	1
Promotion/Non-Selection	77	89	62	71	38	7
Reassignment						
Denied	7	6	4	10	10	2
Directed	7	13	4	7	2	4
Reasonable Accommodation	40	23	20	23	28	3
Reinstatement	5	2	0	1	3	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Retirement	3	6	3	1	2	0
Termination	23	35	16	48	51	8
Terms/Conditions of Employment	28	37	23	25	36	21
Time and Attendance	26	29	25	32	42	12
Training	19	17	10	25	22	5
Other	0	1	1	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	229.64	195.34	199.82	166.14	177.72	178.12
Average number of days in final action	55.22	47.22	39.99	34.77	38.38	21.68
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	171.68	136.85	134.05	143.32	180.19	183.95
Average number of days in final action	36.14	31.34	37.49	29.35	44.23	6.71
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	295.11	253.54	255.85	185.22	176.10	175.72
Average number of days in final action	67.40	57.85	41.79	38.80	31.35	40.73

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
Total Complaints Dismissed by Agency	61	56	42	38	38	9
Average days pending prior to dismissal	180	268	171	190	138	334
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	50	65	34	26	28	5

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12-31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10		5		3		4		2		0	
Without Hearing	5	50	1	20	1	33	1	25	1	50	0	0
With Hearing	5	50	4	80	2	67	3	75	1	50	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12-31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	10		5		3		4		5		0	
Race	0	0	0	0	0	0	3	75	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	1	50	0	0
Reprisal	6	60	1	20	2	67	0	0	0	0	0	0
Sex	1	10	0	0	0	0	1	25	0	0	0	0
National Origin	0	0	0	0	0	0	3	75	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2012 Thru 12- 31		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2007		2008		2009		2010		2011		#	%	
	#	%	#	%	#	%	#	%	#	%			
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	20	0	0	0	0	0	0	0	0	0
Disability	3	30	3	60	1	33	0	0	1	50	0	0	0
Non-EEO	1	10	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing													
	5		4		2		3		1		0		
Race	0	0	0	0	0	0	2	67	0	0	0	0	0
Color	0	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	0
Reprisal	4	80	1	25	2	100	0	0	1	100	0	0	0
Sex	1	20	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	67	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	25	0	0	0	0	0	0	0	0	0
Disability	1	20	2	50	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing													
	4		1		1		1		0		0		
Race	0	0	0	0	0	0	1	100	0	0	0	0	0
Color	0	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	0
Reprisal	1	25	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	100	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12- 31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Harassment												
Non-Sexual	4	40	2	40	1	33	2	50	0	0	0	0
Sexual	0	0	0	0	1	33	0	0	0	0	0	0
Medical Examination	0	0	0	0	1	33	0	0	0	0	0	0
Pay (Including Overtime)	1	10	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	25	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	1	10	1	20	0	0	0	0	0	0	0	0
Reinstatement	1	10	1	20	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	4	40	1	20	0	0	2	50	1	50	0	0
Time and Attendance	2	20	0	0	0	0	0	0	1	50	0	0
Training	0	0	0	0	0	0	1	25	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
	5		4		2		3		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	50	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12- 31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
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
Evaluation Appraisal	1	20	0	0	0	0	1	33	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	60	2	50	1	50	1	33	0	0	0	0
Sexual	0	0	0	0	1	50	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	20	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	33	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	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	1	25	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	33	0	0	0	0
Terms/Conditions of Employment	2	40	1	25	0	0	1	33	0	0	0	0
Time and Attendance	1	20	0	0	0	0	0	0	1	100	0	0
Training	0	0	0	0	0	0	1	33	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12- 31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	20	1	100	0	0	0	0	0	0	0	0
Reinstatement	1	20	0	0	0	0	0	0	0	0	0	0
Retirement	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	2	40	0	0	0	0	1	100	1	100	0	0
Time and Attendance	1	20	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12- 31
	2007	2008	2009	2010	2011	
Total complaints from previous Fiscal Years	584	508	475	407	413	401
Total Complainants	560	456	420	355	377	332
Number complaints pending						
Investigation	9	12	3	4	2	85
ROI issued, pending Complainant's action	1	5	3	0	0	10
Hearing	159	158	177	158	159	222
Final Agency Action	31	27	15	14	9	33

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12- 31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	40	44	20	13	10	16

Note: Data provided through Treasury's I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 1/6/12 for the current and past five fiscal years. Mixed cases are included in this report.