

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

## Internal Revenue Service (IRS)

For 2nd Quarter 2016 for period ending March 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	306	307	301	249	266	132
Number of Complainants	258	275	280	227	252	121
Repeat Filers	31	26	14	17	10	9
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03-31
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	2016 Thru 03-31
Race	104	120	113	107	107	49
Color	11	22	15	18	31	19
Religion	18	7	10	13	17	4
Reprisal	137	152	152	152	153	75
Sex	85	83	72	82	93	53
PDA	0	2	0	1	1	0
National Origin	20	31	16	22	29	12
Equal Pay Act	0	0	0	1	2	0

Age	64	66	62	78	73	40
Disability	93	125	121	64	103	54
Genetics	0	0	0	0	0	0
Non-EEO	18	11	17	8	15	11
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 03- 31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Appointment/Hire	4	7	5	8	7	6
Assignment of Duties	37	40	35	34	40	18
Awards	8	6	8	5	6	4
Conversion to Full Time/Perm Status	1	0	1	1	0	1
<b>Disciplinary Action</b>						
Demotion	5	3	4	2	6	1
Reprimand	10	12	16	6	13	3
Suspension	11	15	10	15	10	11
Removal	4	6	6	4	4	2
Other	0	0	0	0	0	3
Duty Hours	3	7	5	7	10	7
Perf. Eval./ Appraisal	72	78	55	70	66	33
Examination/Test	1	2	1	0	0	0
<b>Harassment</b>						
Non-Sexual	129	152	154	116	122	68
Sexual	13	5	5	10	8	5
Medical Examination	2	0	1	0	3	0
Pay including overtime	4	10	7	6	7	1
Promotion/Non-Selection	38	38	39	42	65	19
<b>Reassignment</b>						

Denied	10	7	7	3	5	4
Directed	2	10	5	10	7	2
Reasonable Accommodation Disability	30	33	42	17	41	22
Reinstatement	3	1	3	0	1	1
Religious Accommodation	0	0	0	0	0	1
Retirement	2	1	3	3	2	2
Sex-Stereotyping	0	0	0	0	0	2
Telework	0	0	0	0	0	0
Termination	52	36	21	11	12	4
Terms/Conditions of Employment	39	67	86	53	57	21
Time and Attendance	43	47	44	48	53	24
Training	22	15	21	10	18	4
<b>Other</b>						
Equal Pay Act Violation	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 03-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Complaints pending during fiscal year						
Average number of days in investigation	186.42	211.52	261.15	292.84	209.42	226.16
Average number of days in final action	33.41	26.10	31.53	32.30	32.63	39.75
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	183.75	214.54	252.47	291.44	216.19	242.47
Average number of days in final action	27.83	15.98	19.39	22.51	21.16	36.59
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	191.35	206.60	277.60	295.12	196.17	210.71

Average number of days in final action	46.21	42.30	56.31	44.62	42.15	41.75			
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>								
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 03-31</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>				
Total Complaints Dismissed by Agency	32	25	28	34	37	18			
Average days pending prior to dismissal	165.69	148.92	74.54	86.06	47.57	21			
<b>Complaints Withdrawn by Complainants</b>									
Total Complaints Withdrawn by Complainants	30	23	18	28	12	12			
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>								
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 03-31</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>				
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
Total Number Findings	2	1	0	0	0	5			
Without Hearing	0	0	0	0	0	4	80		
With Hearing	2	100	1	100	0	1	20		
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>								
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 03-31</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</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>	3	3	0	1	3	5			
Race	0	0	1	33	0	0	0		
Color	0	0	0	0	0	0	0		
Religion	0	0	1	33	0	0	1	20	
Reprisal	1	33	0	0	1	2	67	1	20

Sex	0	0	1	33	0	0	0	0	0	0	1	20
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	1	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	0	0	1	100	0	0	0	0
Disability	1	33	1	33	0	0	1	100	2	67	3	60
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
<b>Findings After Hearing</b>	2		1		0		0		0		1	
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	1	100	0	0	0	0	0	0	0	0
Reprisal	1	50	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	1	50	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
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
<b>Findings Without Hearing</b>	1		2		0		1		3		4	
Race	0	0	1	50	0	0	1	100	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	1	25
Reprisal	0	0	0	0	0	0	1	100	2	67	1	25

Sex	0	0	1	50	0	0	0	0	0	0	1	25
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	1	25
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	100	0	0	0	0
Disability	1	100	1	50	0	0	1	100	2	67	2	50
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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016 Thru 03-31</b>	
	<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	3		3		0		1		3		5	
Appointment/Hire	1	33	0	0	0	0	0	0	0	0	1	20
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	20
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
<b>Disciplinary Action</b>												
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	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	0	0	2	67	0	0	0	0	2	67	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	1	100	0	0	0	0	0	0	1	100
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	1	50	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



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	1	100	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	33	1	25
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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2016 Thru 03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	155	170	189	242	279	398						
Total Complainants	138	147	158	208	227	334						
<b>Number complaints pending</b>												
Investigation	2	5	7	3	2	27						
ROI issued, pending Complainant's action	0	0	2	7	0	14						
Hearing	143	150	170	223	266	0						
Final Agency Action	5	14	8	8	10	17						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2016 Thru 03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	4	11	26	4	15	13						