

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

## IRS

For 2nd Quarter 2017 for period ending March 31, 2017

\*\*This report is based on the Complaint Against hierarchy.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 03-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	307	301	249	266	281	112
Number of Complainants	275	280	227	252	256	110
Repeat Filers	26	14	17	10	19	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Race	120	113	107	107	107	49
Color	22	15	18	31	34	15
Religion	7	10	13	17	12	11
Reprisal	152	152	152	153	171	63
Sex	83	72	82	93	102	28
PDA	2	0	1	1	2	0
National Origin	31	16	22	29	29	10

Equal Pay Act	0	0	1	2	0	1
Age	66	62	78	73	78	36
Disability	125	121	64	103	114	51
Genetics	0	0	0	0	0	1
Non-EEO	11	17	8	15	20	4
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017 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>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Appointment/Hire	7	5	8	7	14	6
Assignment of Duties	40	35	34	40	35	23
Awards	6	8	5	6	5	6
Conversion to Full Time/Perm Status	0	1	1	0	1	0
<b>Disciplinary Action</b>						
Demotion	3	4	2	6	3	2
Reprimand	12	16	6	13	13	5
Suspension	15	10	15	10	18	5
Removal	6	6	4	4	5	1
Other	0	0	0	0	10	10
Duty Hours	7	5	7	10	10	4
Perf. Eval./ Appraisal	78	55	70	66	70	20
Examination/Test	2	1	0	0	0	1
<b>Harassment</b>						
Non-Sexual	152	154	116	122	136	47
Sexual	5	5	10	8	5	1
Medical Examination	0	1	0	3	0	1
Pay including overtime	10	7	6	7	3	2
Promotion/Non-Selection	38	39	42	65	40	20

<b>Reassignment</b>						
Denied	7	7	3	5	6	3
Directed	10	5	10	7	10	3
Reasonable Accommodation Disability	33	42	17	41	46	12
Reinstatement	1	3	0	1	2	1
Religious Accommodation	0	0	0	0	1	0
Retirement	1	3	3	2	4	1
Sex-Stereotyping	0	0	0	0	4	1
Telework	0	0	0	0	6	0
Termination	36	21	11	12	16	6
Terms/Conditions of Employment	67	86	53	57	46	21
Time and Attendance	47	44	48	53	55	22
Training	15	21	10	18	13	4
<b>Other</b>						
Equal Pay Act Violation	0	0	0	0	1	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					2017 Thru 03-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	211.52	261.15	292.84	209.42	205.16	196.85
Average number of days in final action	26.10	31.53	32.30	32.63	39.17	35.40
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	214.54	252.47	291.44	216.19	215.47	197.55

Average number of days in final action	15.98	19.39	22.51	21.16	32.42	24.43						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	206.60	277.60	295.12	196.17	199.84	200.09						
Average number of days in final action	42.30	56.31	44.62	42.15	47.61	48.00						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 03-31</b>						
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total Complaints Dismissed by Agency	25	28	34	37	38	9						
Average days pending prior to dismissal	148.92	74.54	86.06	47.57	22.03	74						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	23	18	28	12	24	5						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 03-31</b>						
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		6		2	
Without Hearing	0	0	0	0	0	0	0	0	5	83	2	100
With Hearing	1	100	0	0	0	0	0	0	1	17	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 03-31</b>						
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		0		1		3		6		1	
Race	1	33	0	0	1	100	0	0	0	0	0	0

Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	33	0	0	0	0	0	0	1	17	0	0
Reprisal	0	0	0	0	1	100	2	67	1	17	0	0
Sex	1	33	0	0	0	0	0	0	2	33	1	100
PDA	0	0	0	0	0	0	0	0	0	0	1	100
National Origin	0	0	0	0	0	0	0	0	1	17	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	100	0	0	0	0	0	0
Disability	1	33	0	0	1	100	2	67	3	50	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 After Hearing</b>												
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	1	100	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	1	100	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
<b>Findings Without Hearing</b>												
Race	1	50	0	0	1	100	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	1	20	0	0
Reprisal	0	0	0	0	1	100	2	67	1	20	0	0
Sex	1	50	0	0	0	0	0	0	2	40	1	100
PDA	0	0	0	0	0	0	0	0	0	0	1	100
National Origin	0	0	0	0	0	0	0	0	1	20	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	100	0	0	0	0	0	0
Disability	1	50	0	0	1	100	2	67	2	40	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 of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017 Thru 03-31</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</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		0		1		3		6		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	17	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	17	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
<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	1	100	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	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	1	100
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	1	33	1	20	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>2017 Thru 03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total complaints from previous Fiscal Years	170	189	242	279	319	411						
Total Complainants	147	158	208	227	257	344						
<b>Number complaints pending</b>												
Investigation	5	7	3	2	3	18						
ROI issued, pending Complainant's action	0	2	7	0	0	12						

Hearing	150	170	223	266	310	368
Final Agency Action	14	8	8	10	10	16
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017 Thru 03- 31</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	11	26	4	15	5	1