

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

Internal Revenue Service (IRS)

For 3rd Quarter 2017 for period ending June 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 06-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	307	301	249	266	281	182
Number of Complainants	275	280	227	252	256	172
Repeat Filers	26	14	17	10	19	8
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 06-30
	2012	2013	2014	2015	2016	
<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	2017 Thru 06-30
Race	120	113	107	107	107	78
Color	22	15	18	31	34	23
Religion	7	10	13	17	12	15
Reprisal	152	152	152	153	171	99
Sex	83	72	82	93	102	56
PDA	2	0	1	1	2	0
National Origin	31	16	22	29	29	15
Equal Pay Act	0	0	1	2	0	1

Age	66	62	78	73	78	58
Disability	125	121	64	103	114	79
Genetics	0	0	0	0	0	1
Non-EEO	11	17	8	15	20	8
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 06- 30
<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	
Appointment/Hire	7	5	8	7	14	14
Assignment of Duties	40	35	34	40	35	33
Awards	6	8	5	6	5	8
Conversion to Full Time/Perm Status	0	1	1	0	1	1
Disciplinary Action						
Demotion	3	4	2	6	3	4
Reprimand	12	16	6	13	13	6
Suspension	15	10	15	10	18	10
Removal	6	6	4	4	5	2
Other	0	0	0	0	10	15
Duty Hours	7	5	7	10	10	8
Perf. Eval./ Appraisal	78	55	70	66	70	37
Examination/Test	2	1	0	0	0	1
Harassment						
Non-Sexual	152	154	116	122	136	77
Sexual	5	5	10	8	5	3
Medical Examination	0	1	0	3	0	3
Pay including overtime	10	7	6	7	3	6
Promotion/Non-Selection	38	39	42	65	40	38
Reassignment						

Denied	7	7	3	5	6	5
Directed	10	5	10	7	10	3
Reasonable Accommodation Disability	33	42	17	41	46	23
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	2
Telework	0	0	0	0	6	1
Termination	36	21	11	12	16	15
Terms/Conditions of Employment	67	86	53	57	46	34
Time and Attendance	47	44	48	53	55	39
Training	15	21	10	18	13	7
Other						
Equal Pay Act Violation	0	0	0	0	1	1
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 06-30
	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	190.87
Average number of days in final action	26.10	31.53	32.30	32.63	39.17	33.05
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	187.25

Average number of days in final action	15.98	19.39	22.51	21.16	32.42	23.07						
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	202.75						
Average number of days in final action	42.30	56.31	44.62	42.15	47.61	46.56						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2017 Thru 06-30						
	2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency	25	28	34	37	38	22						
Average days pending prior to dismissal	148.92	74.54	86.06	47.57	22.03	48.55						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	23	18	28	12	24	8						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data					2017 Thru 06-30						
	2012	2013	2014	2015	2016							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		6		3	
Without Hearing	0	0	0	0	0	0	0	0	5	83	3	100
With Hearing	1	100	0	0	0	0	0	0	1	17	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data					2017 Thru 06-30						
	2012	2013	2014	2015	2016							
<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	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
Findings After Hearing												
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
Findings Without Hearing												
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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017 Thru 06-30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
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	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2017 Thru 06- 30					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	170	189	242	279	319	350						
Total Complainants	147	158	208	227	257	289						
Number complaints pending												
Investigation	5	7	3	2	3	2						
ROI issued, pending Complainant's action	0	2	7	0	0	4						

Hearing	150	170	223	266	310	322
Final Agency Action	14	8	8	10	10	20
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 06- 30
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	11	26	4	15	5	1