

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

IRS

For 1st Quarter 2017 for period ending December 31, 2016

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 12-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	307	301	249	266	281	47
Number of Complainants	275	280	227	252	256	47
Repeat Filers	26	14	17	10	19	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 12-31
<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	24
Color	22	15	18	31	34	11
Religion	7	10	13	17	12	8
Reprisal	152	152	152	153	171	34
Sex	83	72	82	93	102	13
PDA	2	0	1	1	2	0
National Origin	31	16	22	29	29	2

Equal Pay Act	0	0	1	2	0	1
Age	66	62	78	73	78	14
Disability	125	121	64	103	114	17
Genetics	0	0	0	0	0	1
Non-EEO	11	17	8	15	20	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 12- 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	
Appointment/Hire	7	5	8	7	14	3
Assignment of Duties	40	35	34	40	35	10
Awards	6	8	5	6	5	2
Conversion to Full Time/Perm Status	0	1	1	0	1	0
Disciplinary Action						
Demotion	3	4	2	6	3	0
Reprimand	12	16	6	13	13	3
Suspension	15	10	15	10	18	3
Removal	6	6	4	4	5	1
Other	0	0	0	0	10	5
Duty Hours	7	5	7	10	10	2
Perf. Eval./ Appraisal	78	55	70	66	70	7
Examination/Test	2	1	0	0	0	1
Harassment						
Non-Sexual	152	154	116	122	136	25
Sexual	5	5	10	8	5	0
Medical Examination	0	1	0	3	0	0
Pay including overtime	10	7	6	7	3	2
Promotion/Non-Selection	38	39	42	65	40	9

Reassignment						
Denied	7	7	3	5	6	2
Directed	10	5	10	7	10	1
Reasonable Accommodation Disability	33	42	17	41	46	5
Reinstatement	1	3	0	1	2	0
Religious Accommodation	0	0	0	0	1	0
Retirement	1	3	3	2	4	0
Sex-Stereotyping	0	0	0	0	4	1
Telework	0	0	0	0	6	0
Termination	36	21	11	12	16	4
Terms/Conditions of Employment	67	86	53	57	46	10
Time and Attendance	47	44	48	53	55	10
Training	15	21	10	18	13	3
Other						
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 12-31
	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	188.76
Average number of days in final action	26.10	31.53	32.30	32.63	39.17	33.65
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	208.68

Average number of days in final action	15.98	19.39	22.51	21.16	32.42	21.89						
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	174.00						
Average number of days in final action	42.30	56.31	44.62	42.15	47.61	46.16						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2017 Thru 12-31	
	2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency	25	28	34	37	38	8						
Average days pending prior to dismissal	148.92	74.54	86.06	47.57	22.03	81.38						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	23	18	28	12	24	2						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2017 Thru 12-31	
	2012	2013	2014	2015	2016							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	0	0	0	6	1						
Without Hearing	0	0	0	0	5	83	1	100				
With Hearing	1	100	0	0	1	17	0	0				
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2017 Thru 12-31	
	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	0						
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	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	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	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 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

Perf. Eval./ Appraisal	0	0	0	0	1	100	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	67	0	0	0	0	2	67	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	2	33	0	0
Medical Examination	0	0	0	0	0	0	1	33	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	1	33	0	0	0	0	0	0	1	17	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	1	33	1	17	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
Findings After Hearing	1		0		0		0		1		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												
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
Findings Without Hearing	2		0		1		3		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	20	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	20	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
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	100	0	0	0	0	2	67	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	2	40	0	0
Medical Examination	0	0	0	0	0	0	1	33	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	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											
	Previous Fiscal Year Data						2017 Thru 12- 31					
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	170	189	242	279	319	454						
Total Complainants	147	158	208	227	257	376						
Number complaints pending												
Investigation	5	7	3	2	3	69						

ROI issued, pending Complainant's action	0	2	7	0	0	8
Hearing	150	170	223	266	310	371
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017 Thru 12- 31
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	11	26	4	15	5	10