

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

Internal Revenue Service (IRS)

For 1st Quarter 2014 for period ending December 31, 2013

****Mixed Cases are Included in this report.****

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 12-31
	2009	2010	2011	2012	2013	
Number of Complaints Filed	263	314	305	306	298	37
Number of Complainants	238	298	257	274	277	36
Repeat Filers	22	15	32	26	16	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 12-31
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	97	140	103	120	113	17
Color	11	18	11	22	15	0
Religion	7	14	18	7	10	3
Reprisal	127	143	137	152	149	19
Sex	87	90	85	83	70	11
National Origin	20	19	20	31	16	2
Equal Pay Act	0	0	0	0	0	0
Age	82	84	64	66	60	9
Disability	69	88	93	124	118	8

Non-EEO	11	14	18	11	16	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	10	14	4	7	5	0
Assignment of Duties	33	35	37	40	35	4
Awards	6	5	8	6	8	0
Conversion to Full-time	0	0	1	0	1	0
Disciplinary Action						
Demotion	1	0	5	3	4	0
Reprimand	9	16	10	12	15	0
Suspension	15	18	11	15	9	2
Removal	3	3	4	6	6	0
Other	10	9	3	20	15	3
Duty Hours	6	7	3	7	5	0
Evaluation Appraisal	57	60	72	77	55	8
Examination/Test	0	3	1	2	1	0
Harassment						
Non-Sexual	129	150	129	151	152	18
Sexual	8	4	13	5	5	2
Medical Examination	1	3	2	0	1	1
Pay (Including Overtime)	8	13	4	10	7	1
Promotion/Non-Selection	62	71	38	38	39	3
Reassignment						
Denied	4	10	10	7	6	0
Directed	4	8	2	10	5	0

Reasonable Accommodation	20	24	30	33	42	1
Reinstatement	0	1	3	1	3	0
Retirement	3	1	2	1	2	0
Termination	16	49	52	36	21	1
Terms/Conditions of Employment	23	27	38	67	86	11
Time and Attendance	25	32	43	47	44	11
Training	10	26	22	15	21	2
Other	1	0	0	0	2	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 12-31
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	256.29	183.09	175.17	209.30	255.72	268.17
Average number of days in final action	57.48	55.16	32.26	37.14	55.59	78.21
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	257.48	179.06	180.46	212.39	250.33	300.57
Average number of days in final action	6.82	7.98	5.67	5.63	4.99	18.29
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	254.26	193.88	162.39	203.82	266.41	246.57
Average number of days in final action	103.59	102.92	71.92	69.85	111.65	113.17
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2014

Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	33	0	0	0	0	0	0
Disability	1	33	0	0	1	33	1	25	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	2		3		2		1		0		0	
Race	0	0	2	67	0	0	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	1	100	0	0	0	0
Reprisal	2	100	0	0	1	50	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	2	67	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	1	50	0	0	0	0	0	0
Disability	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	1		1		0		2		0		0	
Race	0	0	1	100	0	0	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	0	0	0	0
Reprisal	0	0	0	0	0	0	1	50	0	0	0	0
Sex	0	0	1	100	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	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	1	100	0	0	0	0	1	50	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2014 Thru 12-31		
	2009		2010		2011		2012		2013				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		4		3		4		0		0		
Appointment/Hire	0	0	0	0	1	33	0	0	0	0	0	0	
Assignment of Duties	1	33	0	0	0	0	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													
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	0	0	1	25	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	1	33	2	50	0	0	2	50	0	0	0	0	
Sexual	1	33	0	0	0	0	0	0	0	0	0	0	
Medical Examination	1	33	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	1	25	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	0	0	0	0	0	0	1	25	0	0	0	0
Reinstatement	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
Termination	0	0	1	25	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	0	0	2	50	1	33	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	33	0	0	0	0	0	0
Training	0	0	1	25	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	2		3		2		1		0		0	
Appointment/Hire	0	0	0	0	1	50	0	0	0	0	0	0
Assignment of Duties	1	50	0	0	0	0	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												
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	0	0	1	33	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	1	50	1	33	0	0	0	0	0	0	0	0

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation 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	1	100	0	0	2	67	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	1	100	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	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
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	0	0	1	100	1	100	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 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					2014 Thru 12-31
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years	461	393	399	381	403	439
Total Complainants	408	341	363	314	338	366
Number complaints pending						

Investigation	3	4	3	6	7	157
ROI issued, pending Complainant's action	3	0	0	0	1	14
Hearing	159	136	133	140	164	205
Final Agency Action	19	21	14	23	12	15
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 12- 31
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	15	12	10	16	36	64