

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Internal Revenue Service (IRS)

For 3rd Quarter 2018 for period ending June 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru06-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	301	249	266	281	237	243
Number of Complainants	280	227	252	256	220	228
Repeat Filers	14	17	10	19	15	15

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru06-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	113	107	107	107	97	74
Color	15	18	31	34	29	10
Religion	10	13	17	12	20	10
Reprisal	152	152	153	171	126	117
Sex	72	82	93	102	77	67
PDA	0	1	1	2	0	1
National Origin	16	22	29	29	18	26

Equal Pay Act	0	1	2	0	1	1
Age	62	78	73	78	68	50
Disability	121	64	103	114	98	100
Genetics	0	0	0	0	1	0
Non-EEO	17	8	15	20	12	15
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	5	8	7	14	16	7
Assignment of Duties	35	34	40	35	45	42
Awards	8	5	6	5	9	4
Conversion to Full Time/Perm Status	1	1	0	1	1	0
Disciplinary Action						
Demotion	4	2	6	3	4	6
Reprimand	16	6	13	13	9	9
Suspension	10	15	10	18	14	14
Removal	6	4	4	5	3	1
Other	0	0	0	10	16	13
Duty Hours	5	7	10	10	9	12
Perf. Eval./ Appraisal	55	70	66	70	51	58
Examination/Test	1	0	0	0	1	0
Harassment						
Non-Sexual	154	116	122	136	96	105
Sexual	5	10	8	5	5	7
Medical Examination	1	0	3	0	4	1
Pay including overtime	7	6	7	3	10	8

Promotion/Non-Selection	39	42	65	40	45	28
Reassignment						
Denied	7	3	5	6	5	3
Directed	5	10	7	10	4	9
Reasonable Accommodation Disability	42	17	41	46	33	42
Reinstatement	3	0	1	2	1	0
Religious Accommodation	0	0	0	1	0	1
Retirement	3	3	2	4	2	3
Sex-Stereotyping	0	0	0	4	3	1
Telework	0	0	0	6	3	2
Termination	21	11	12	16	21	26
Terms/Conditions of Employment	86	53	57	46	41	43
Time and Attendance	44	48	53	55	48	40
Training	21	10	18	13	11	16
Other						
Equal Pay Act Violation	0	0	0	1	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					2018Thru06-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	261.15	292.84	209.42	205.16	184.86	165.10
Average number of days in final action	31.53	32.30	32.63	39.17	33.49	37.89
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	252.47	291.44	216.19	215.47	189.93	162.60						
Average number of days in final action	19.39	22.51	21.16	32.42	25.04	27.71						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	277.60	295.12	196.17	199.84	182.87	174.16						
Average number of days in final action	56.31	44.62	42.15	47.61	45.15	50.98						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2018Thru06-30	
	2013	2014	2015	2016	2017							
Total Complaints Dismissed by Agency	28	34	37	38	30						31	
Average days pending prior to dismissal	74.54	86.06	47.57	22.03	47.9						180.55	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	18	28	12	24	9						16	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018Thru06-30	
	2013	2014	2015	2016	2017							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	6	10						4	
Without Hearing	0	0	0	0	5	83	9	90			3	75
With Hearing	0	0	0	0	1	17	1	10			1	25
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2018Thru06-30	
<i>Note: Complaints can be filed</i>	2013	2014	2015	2016	2017							

<i>alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		3		6		6		4	
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	1	17	0	0	0	0
Reprisal	0	0	1	100	2	67	1	17	3	50	1	25
Sex	0	0	0	0	0	0	2	33	2	33	0	0
PDA	0	0	0	0	0	0	0	0	1	17	0	0
National Origin	0	0	0	0	0	0	1	17	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	0	0	0	0	0	0
Disability	0	0	1	100	2	67	3	50	5	83	3	75
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	0		0		0		1		1		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	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	1	100
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	1	100	1	100	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	0		0		0		1		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	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/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	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	1	100
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	0	0	0	0	0	0	1	100	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2018Thru06-30
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	189	242	279	319	300	339
Total Complainants	158	208	227	257	249	283
Number complaints pending						
Investigation	7	3	2	3	0	1
ROI issued, pending Complainant's action	2	7	0	0	0	2
Hearing	170	223	266	310	294	315
Final Agency Action	8	8	10	10	6	23
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018Thru06-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	26	4	15	5	3	2