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

Internal Revenue Service (IRS)

		Comparative Data												
Complaint Activity	Pı	evious	s Fisca	l Year	Data		019Th06 20							
	2013	2014	201	5 201	6 20		018Thru06-30							
Number of Complaints Filed	301	249	266	5 28	1 23	57	243							
Number of Complainants	280	227	252	25	6 22	20	228							
Repeat Filers	14	17	10	19) 1:	5	15							
				Com	parati	ve Dat	a							
Complaints by Basis		Pre	vious 1	Fiscal `	Year D	ata								
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	n of	2013	2014	2015	2016	2017	2018Thru06- 30							
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							

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

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
Complete to be Issue			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru06- 30
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 Employ	ment	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	l	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
			Cor	npa	rative	Data	
Processing Time	I	Previous	Fiscal	Yea	ar Data	a	2018Thru06-
	2013	2014	2015		2016	2017	30
Complaints pending during f	iscal year	•		4			
Average number of days in investigation	261.15	292.84	209.4	2 2	05.16	184.86	165.10
Average number of days in final action	31.53	32.30	32.63	3 3	39.17	33.49	37.89
Complaint pending during fis	scal year	where he	earing v	vas 1	request	ted	

Note: Complaints can be file	d 2	201	3	20	14	2	201	5	2	016	2	017		30
Findings of Discrimination Rendered by Basis	n		Pr	ev	ious	F			-	rativ ar Da		ata	2018	Thru06-
With Hearing		0	0	0	0	(0	1	17	1	10	1	25
Without Hearing		0	0	0	0	()	0	5	83	9	90	3	75
Total Number Findings		0		0		()		6		10		4	
		#	%	#	%	#	¥	%	#	%	#	%	#	%
Finding Discrimination		2()13	2	014		201	15	2	016	20	17		30
Total Final Agency Action	ns		P	rev	viou	s F			-	ar D			20187	Chru06-
							C	on	npa	arati	ve D	ata		
Total Complaints Withdrawn Complainants			18		28			12	T x .	24		9		16
Compl	aints	W	ithd	 ra	wn	bv	Co	om	pla	ainar	nts			
Average days pending prior to dismissal	0	7	4.54	1	86.0	6	47	.57	7 2	22.03	3 4'	7.9	18	0.55
Total Complaints Dismissed Agency	by		28		34			37		38		30		31
ngeney		2	2013	5	201	4	20)15	; ;	2016	20)17	•	30
Complaints Dismissed b Agency	y		Р	rev	viou	s I			-	ar au		Jaia		Thru06-
Average number of days in final action	56.3	.31 44.62 42.1								.61 arati		.15		0.98
Average number of days in investigation	277.	7.60 295			2	196	5.17	7	199	9.84	182	2.87	17	4.16
Complaint pending during fis	cal ye	ear	whe	ere	hea	rin	g v	vas	nc	ot req	uest	ed		
Average number of days in final action	19.3	39	9 22.51		1	21	21.16		32.42		25.04		2'	7.71
Average number of days in investigation	252.	47	29	1.4	4 2	216	5.19	9	215	5.47	189.93		16	52.60

alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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

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	
					1								
Findings Without Hearing	0		1		3		5		5		3		
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	20	0	0	0	0	
Reprisal	0	0	1	100	2	67	1	20	2	40	0	0	
Sex	0	0	0	0	0	0	2	40	2	40	0	0	
PDA	0	0	0	0	0	0	0	0	1	20	0	0	
National Origin	0	0	0	0	0	0	1	20	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	2	40	4	80	3	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	
					(Com	pa	rativ	e Da	ata			
Findings of Discrimination		I	Prev	vious	Fis	cal `	Year Data				2018Thru0		
Rendered by Issue	20)13	20)14	20	15	20	2016)17		30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		1		3		6		6		4		
Appointment/Hire	0	0	0	0	0	0	1	17	0	0	0	0	
Assignment of Duties	0	0	0	0	0	0	1	17	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	
Demotion	0	0		v I									

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	1	100	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		1		1		1		1		1	1	1
Non-Sexual	0	0	0	0	2	67	0	0	2	33	1	25
Sexual	0	0	0	0	0	0	2	33	1	17	0	0
Medical Examination	0	0	0	0	1	33	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		1		I		1		1		1	1	1
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	1	17	4	67	2	50
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	1	17	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	17	0	0
Time and Attendance	0	0	0	0	1	33	1	17	0	0	1	25
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 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
									1		1	
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			4		4							
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

Disability												
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	1	100	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	0		1		3		5		5		3	
Appointment/Hire	0	0	0	0	0	0	1	20	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	20	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	1	100	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		-				-		-		-		<u>.</u>
Non-Sexual	0	0	0	0	2	67	0	0	2	40	0	0
Sexual	0	0	0	0	0	0	2	40	1	20	0	0
Medical Examination	0	0	0	0	1	33	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 Disability	0	0	0	0	0	0	0	0	4	80	2	67
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	1	20	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	1	33	1	20	0	0	1	33
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define	-		<u>.</u>									
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

			Com	parati	ve Dat	a
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious]	Fiscal `	Year D	ata	2018Thru06-
	2013	2014	2015	2016	2017	30
Total complaints from previous Fiscal Years	189	242	279	319	300	339
Total Complainants	158	208	227	257	249	283
Number complaints pending			-	-	<u> </u>	·
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
			Com	parati	ve Dat	a
Complaint Investigations	Pre	vious	Fiscal `	Year D	ata	2018Thru06-
	2013	2014	2015	2016	2017	30
Pending Complaints Where Investigations Exceed Required Time Frames	26	4	15	5	3	2