## Internal Revenue Service Internal Complaint Activity Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

## Data as of October 1, 2003 - End of Third Quarter Fiscal Year 2004

**Note**: 2002 figures reflect Homeland Security divestiture period.

N/A represents data not captured at time posting or not collected in manner required, development is in progress.

COMPLAINT ACTIVITY	FY2004 END OF	DDEVIOUS FISCAL VEAD							
	3rd QTR	2003	2002	2001	2000	1999			
Number of Complaints Filed in									
FY 1614.704(a)	525	748	787	719	729	844			
Number of Complainants									
1614.704(b)	N/A	N/A	N/A	N/A	N/A	N/A			
Repeat Filers 1614.704(c)									
	N/A	N/A	N/A	N/A	N/A	N/A			

29 CFR §1614.704(d	)	29 CFI	R §1614	1.705 C DATA	OMPAR	ATIVE					
COMPLAINTS BY BASIS	FY2004 END OF	PREVIOUS FISCAL YEAR									
	3rd QTR 2003 2002 200										
Race	261	498	489	473	454	638					
Color	0	0	0	0	0	0					
Religion	31	71	67	52	75	79					
National Origin	64	101	122	45	103	137					
Sex (including complaints filed											
under Equal Pay Act)	254	395	451	433	430	592					
Disability	244	375	435	342	312	440					
Age	189	339	341	307	332	402					
Reprisal	290	539	512	479	529	763					
Non-EEO	0	0	0	0	0 0						
Note: Data not collected by Col	or - Color	included	l in basis	"Race"							

29 CFR §1614.705 COMPARATIVE 29 CFR §1614.704(e) **DATA** PREVIOUS FISCAL YEAR FY2004 **END OF COMPLAINTS BY ISSUE** 3rd QTR Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion 

Reprimand	38	117	67	82	55	94
Suspension	24	31	23	33	26	28
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	1	21	14	17	13	42
Evaluation/Appraisal	187	350	310	272	274	462
Examination/Test	0	0	2	0	0	3
Harrasment						
Non-Sexual	315	550	467	394	459	532
Sexual	14	14	30	21	27	22
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	2	18	35	17	9	19
Promotion/Non-Selection	227	328	451	445	491	581
Reassignment						
Denied	19	55	44	33		46
Directed	36	51	49	29	32	60
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	10	16	21	3	6	11
Retirement	1	3	20	12	9	8
Termination	71	132	97	89	99	124
Terms/Conditions of						
Employment	92	158	286	233		339
Time and Attendance	136	199	169	152	132	200
Training	34	74	68	103	108	118
Other	0	0	0	0	0	0

29 CFR §1614.704(f)		
Processing Time "post the average length		
of time it takes to complete each step of the	2004 END	OF 3rd QTR
process for every complaint that is		
pendinging during any time of the then	NUMBER	AVERAGE
fiscal year"	NOMBER	DAYS
All complaints pending in Investigative Stage	264	176.01
All complaints pending in Final Agency Action	35	594.71
All complaints pending in which Hearing was not		
requested	35	594.71
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A
All complaints pending in which a Hearing was		
requested	369	847.23
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A

29 CFR §1614.704(g	29 CF	R §1614	1.705 C DATA	OMPAR			
		PREVIOUS FISCAL YEAR				R	
COMPLAINTS DISMISSED BY AGENCY PURSUANT TO 1614.107(a)	FY2004 END OF 3rd QTR	2003	2002	2001	2000	1999	

Total Complaints Dismissed by						
Agency	109	223	204	205	238	277
Average days pending prior to						
dismissal	178.64	129.34	111.13	197.42	115.53	142.94

29 CFR §1614.70			29 CFI	R §161	4.705 C	OMF	PARAT	IVE	DATA	4		
TOTAL AGENCY ACTIONS	200	4	PREVIOUS FISCAL YEAR									
INVOLVING	3rd C	TR	20	03	20	02	20	001	20	00	1999	
DISCRIMINATION	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(h)(1)	10	100	8	100	2	100	5	100	3	100	4	100
Without Hearing 704(h)(2)	1	10	1	12.50	0	0	0	0	0	0	0	0
With Hearing 704(h)(3)	9	90	7	87.50	2	100	5	100	3	100	4	100

29 CFR §1614.70	4(i)			29 CF	R §1614	I.705 C	OMF	PARA	ΓIVE	DATA	4				
FINDINGS OF	200	4			PREV	OUS F	I SC <i>F</i>	AL YE	AR	2000 1999 # % # % N/A					
DISCRIMINATION	3rd Q	TR	200	03	20	02	20	001	2000		199	99			
RENDERED BY BASIS	#	%	#	%	#	%	#	%	#	%	#	%			
Total Number Findings															
704(i)(1)	14	100	N/A	N/A	N/A		N/A								
Race	3	21.43	N/A	N/A	N/A		N/A	N/A							
Color	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A						
Religion	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A						
National Origin	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Sex (include Equal Pay Act)	3	21.43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Disability	3	21.43	N/A	N/A	N/A		N/A	N/A	N/A						
Age	1	7.14	N/A	N/A	N/A		N/A	N/A							
Reprisal	4	28.57	N/A	N/A	N/A		N/A	N/A	N/A						
Number Findings Rendered				•		-		-							
Without Hearing 704(i)(2)	1	100	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Race	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Color	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Religion	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
National Origin	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Sex (include Equal Pay Act)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Disability	1	N/A	N/A	N/A	N/A		N/A	N/A	N/A			N/A			
Age	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A			N/A			
Reprisal	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A				
Number Findings Rendered	-	·		•		-									
After Hearing 704(i)(3)	13	100	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Race	3	23.08	N/A	N/A	N/A		N/A	N/A	N/A			N/A			
Color	0	N/A	N/A	N/A	N/A		N/A		N/A			N/A			
Religion	0	N/A	N/A	N/A	N/A	N/A			N/A		N/A				
National Origin	0	N/A	N/A	N/A	N/A		N/A		N/A		N/A				
Sex (include Equal Pay Act)	3	23.08	N/A	N/A	N/A		N/A		N/A			N/A			

| Disability | 2 | 15.38 | N/A |
|------------|---|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Age        | 1 | 7.69  | N/A |
| Reprisal   | 4 | 30.77 | N/A |

29 CFR §1614.70	)4(j)			29 CF	R §1614	4.705 C	OMF	PARAT	TIVE DATA	4
FINDINGS OF DISCRIMINATION	200 END	OF				IOUS F				
RENDERED BY ISSUE	3rd C		200		20			001	2000	1999
Total Number Findings	#	%	#	%	#	%	#	%	# %	# %
Total Number Findings 704(j)(1)	10	100	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A N/A
Appointment/Hire	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A N/A
Assignment of Duties	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A N/A
Awards	1	10	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A N/A
Conversion to Full-time	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A N/A
Disciplinary Action	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A N/A
Demotion	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A N/A
Reprimand	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A N/A
Suspension	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Removal	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Other	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Duty Hours	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Evaluation/Appraisal	1	10	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Examination/Test	0	N/A	N/A	N/A	N/A	N/A		N/A	N/A N/A	N/A N/A
Harassment	1	10	N/A	N/A	N/A	N/A		N/A	N/A N/A	N/A N/A
Non-Sexual	1	N/A	N/A	N/A	N/A	N/A		N/A	N/A N/A	N/A N/A
Sexual	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Medical Examination	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Pay (Including Overtime)	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Promotion/Non-Selection	3	30	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Reassignment	1	10	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Denied	1	N/A	N/A	N/A	N/A		N/A		N/A N/A	N/A N/A
Directed	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Reasonable Accommodation	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Reinstatement	0	N/A	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Retirement	0	N/A	N/A	N/A	N/A		N/A		N/A N/A	N/A N/A
Termination	1	10	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
Terms/Conditions of		. 0				,,,			1171	
Employment	1	10	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A N/A
Time and Attendance	0		N/A	N/A	N/A		N/A		N/A N/A	N/A N/A
Training	0	N/A	N/A	N/A	N/A		N/A		N/A N/A	N/A N/A
Other	1	10	N/A	N/A	N/A		N/A		N/A N/A	N/A N/A
Findings Without Hearing				-						
704(j)(2)	1	100	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A N/A
Appointment/Hire	0	N/A	N/A	N/A	N/A		N/A			N/A N/A
Assignment of Duties	0	N/A	N/A	N/A	N/A		N/A		N/A N/A	N/A N/A
Awards	0	N/A	N/A	N/A	N/A		N/A			N/A N/A
Conversion to Full-time	0		N/A	N/A	N/A		N/A			N/A N/A
Disciplinary Action	0		N/A	N/A	N/A		N/A			N/A N/A
Demotion	0		N/A	N/A	N/A		N/A			N/A N/A
Reprimand	0		N/A	N/A	N/A		N/A		N/A N/A	N/A N/A
Suspension	0		N/A	N/A			N/A		N/A N/A	
Removal	0		N/A				N/A		N/A N/A	

Other	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Duty Hours	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Evaluation/Appraisal	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Examination/Test	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Harassment	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Non-Sexual	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Sexual	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Medical Examination	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Pay (Including Overtime)	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Promotion/Non-Selection	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Reassignment	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Denied	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Directed	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Reasonable Accommodation	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Reinstatement	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Retirement	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Termination	1	100	N/A	N/A	N/A	N/A N/A			N/A N/A
		100	111/7	11/7	1477	14/74 14/7	1 14//	N/A N/A	IV/A IV/A
Terms/Conditions of	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Employment Time and Attendance	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Time and Attendance	0	N/A	N/A	N/A	N/A N/A	N/A N/A			N/A N/A
Training	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Other	U	IN/A	IN/ A	IN/ A	IN/A	IN/A IN/A	111/7	N/A N/A	IN/A IN/A
Findings After Hearing									<i>.</i> .  <i>.</i> .
704(j)(3)	9	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Appointment/Hire	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Assignment of Duties	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Awards	1	10	N/A	N/A	N/A	N/A N/A			N/A N/A
Conversion to Full-time	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Disciplinary Action	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Demotion	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Reprimand	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Suspension	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Removal	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Other	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Duty Hours	0	N/A	N/A	N/A	N/A	N/A N/A		N/A N/A	N/A N/A
Evaluation/Appraisal	1	10	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Examination/Test	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Harassment	1	10	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Non-Sexual	1	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Sexual	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Medical Examination	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Pay (Including Overtime)	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Promotion/Non-Selection	3	30	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Reassignment	1	10	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Denied	1	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Directed	0	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Reasonable Accommodation	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Reinstatement	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Retirement	0	N/A	N/A	N/A	N/A	N/A N/A			N/A N/A
Termination	0	N/A	N/A	N/A	N/A	N/A N/A		N/A N/A	
Terms/Conditions of							1	1 1	
Employment	1	10	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A
Time and Attendance	0	N/A	N/A	N/A	N/A				N/A N/A
Training	0	N/A	N/A	N/A	N/A			N/A N/A	
	O	1 4/ / **		1 4// **					

29 CFR §1614.704(k	()	29 CFR §1614.705 COMPARATIVE DATA							
COMPLAINTS PENDING	2004	Р	R						
FROM PREVIOUS FISCAL YEARS BY STATUS	END OF 3rd QTR	2003	2002	2001	2000	1999			
Total complaints from previous									
Fiscal Years 704(k)(1)	844	N/A	N/A	N/A	N/A	N/A			
Total Complainants 704(k)(2)	N/A	N/A	N/A	N/A	N/A	N/A			
Number complaints pending 704(k)(3)	[as of 9/	'30]:							
Investigation	264	N/A	N/A	N/A	N/A	N/A			
ROI issued, pending									
Complainant's action	23	N/A	N/A	N/A	N/A	N/A			
Hearing	369	N/A	N/A	N/A	N/A	N/A			
Written notice	N/A	N/A	N/A	N/A	N/A	N/A			
Final Agency Action	35	N/A	N/A	N/A	N/A	N/A			

29 CFR §1614.704(I)		29 CFR §1614.705 COMPARATIVE DATA				
COMPLAINT INVESTIGATIONS	2004 END OF	PREVIOUS FISCAL YEAR				
	3rd QTR	2003	2002	2001	2000	1999
Number Pending Completion of Investigation	264	N/A	N/A	N/A	N/A	N/A
Pending Investigations Beyond Authorized Time Frames	29	N/A	N/A	N/A	N/A	N/A

This page was last modified on July 20, 2004.