## 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 Fourth 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	COMPARATIVE DATA PREVIOUS FISCAL YEAR									
	4th QTR	2003	2002	2001	2000	1999					
Number of Complaints Filed in FY 1614.704(a)	706	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	.705 CO DATA	OMPAR	ATIVE				
COMPLAINTS BY BASIS	FY2004 END OF	PREVIOUS FISCAL YEAR								
	4th QTR	2003	2002	2001	2000	1999				
Race	354	498	489	473	454	638				
Color	0	0	0	0	0	0				
Religion	43	71	67	52	75	79				
National Origin	95	101	122	45	103	137				
Sex (including complaints filed under Equal Pay Act)	338	395	451	433	430	592				
Disability	336	375	435	342	312	440				
Age	255	339	341	307	332	402				
Reprisal	383	539	512	479	529	763				
Non-EEO	0	0	0	0	0	0				
Note: Data not collected by C	olor - Color	included	d in basis	s "Race"						

29 CFR §1614.704(	(e)	29 CFR §1614.705 COMPARATIVE DATA						
	FY2004 END OF	PREVIOUS FISCAL YEAR						
COMPLAINTS BY ISSUE	4th QTR	2003	2002	2001	2000	1999		
Appointment/Hire	10	10	21	23	2	3		
Assignment of Duties	104	157	181	167	144	234		
Awards	20	28	42	37	31	91		
Conversion to Full-time	0	0	0	1	3	0		

Disciplinary Action		•				
Demotion	9	6	20	18	13	34
Reprimand	64	117	67	82	55	94
Suspension	28	31	23	33	26	28
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	10	21	14	17	13	42
Evaluation/Appraisal	265	350	310	272	274	462
Examination/Test	0	0	2	0	0	3
Harrasment						
Non-Sexual	433	550	467	394	459	532
Sexual	19	14	30	21	27	22
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	18	18	35	17	9	19
Promotion/Non-Selection	275	328	451	445	491	581
Reassignment						
Denied	27	55	44	33	35	46
Directed	43	51	49	29	32	60
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	10	16	21	3	6	11
Retirement	3	3	20	12	9	8
Termination	100	132	97	89	99	124
Terms/Conditions of						
Employment	126	158	286	233	267	339
Time and Attendance	183	199	169	152	132	200
Training	55	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	2004 END OF 4th QTR						
step of the process for every complaint							
that is pendinging during any time of the	NUMBER	AVERAGE					
then fiscal year"	NOMBER	DAYS					
All complaints pending in Investigative Stage	267	211.82					
All complaints pending in Final Agency Action	39	692.77					
All complaints pending in which Hearing was not							
requested	39	692.77					
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	329	874.84					
Time in Investigation Stage	N/A	N/A					
Time to issue Final Agency Action	N/A	N/A					

29 CFR §1614.704(g)	29 CFR §1614.705 COMPARATIVE DATA
	PREVIOUS FISCAL YEAR

COMPLAINTS DISMISSED BY AGENCY PURSUANT TO 1614.107(a)	FY2004 END OF 4th QTR	2003	2002	2001	2000	1999
Total Complaints Dismissed						
by Agency	130	223	204	205	238	277
Average days pending prior to dismissal	188.47	129.34	111.13	197.42	115.53	####

29 CFR §1614.7	29 CFR §1614.704(h)				R §161	4.705 0	OMP	ARAT	IVE	DATA	<b>`</b>		
TOTAL AGENCY ACTIONS	2004	2004 PREVIOUS FISCAL YEAR											
INVOLVING	4th Q	4th QTR		03	20	02	20	01	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 §1614.7	704(i)			29 CF	R §161	4.705 0	COMP	ARAT	IVE	DATA		
FINDINGS OF	2004	4			PREV	IOUS F	ISCA		٩R			
DISCRIMINATION	4th Q	TR	20	03	20	02	20	01	20	00	19	99
RENDERED BY BASIS	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(i)(1)	14	100		N/A	N/A	N/A	N/A					N/A
Race	3	21.43	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
Religion	0	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)	3	21.43	N/A	N/A	N/A	N/A						
Disability	3	21.43	N/A	N/A	N/A	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	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	N/A	N/A	N/A	N/A
Number Findings												
Rendered Without	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		N/A	N/A
Age	0	N/A	N/A	N/A	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	N/A	N/A
Number Findings												
Rendered After Hearing	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									
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)	3	23.08	N/A									
Disability	2	15.38	N/A									
Age	1	7.69	N/A									
Reprisal	4	30.77	N/A									

29 CFR §1614.7	'04(j)			29 CF	R §1614	4.705 (	COMP	PARAT	IVE	DATA	L	
FINDINGS OF DISCRIMINATION	200 END (	OF			PREV	IOUS F	ISCA	AL YE	AR			
RENDERED BY ISSUE	<u>4th O</u>		20		200		20		20		19	
Total Number Findings	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10	100	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
704(j)(1)	0	N/A	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
Assignment of Duties	0	10		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Awards	1	N/A	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	
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
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	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	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	N/A
Retirement	0	N/A	N/A	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	N/A
Terms/Conditions of												
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	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	N/A	N/A
Other	1	10	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	
	0		14/71	14/71	14,71	1 1/ / 1	1 4/ / 1	14//1	14/71		1 1/7 1	14774

Assignment of Duties	0	N/A	N/A	N/A	N/A							
Awards	0	N/A	N/A	N/A	N/A							
Conversion to Full-time	0	N/A	N/A	N/A	N/A							
Disciplinary Action	0	N/A	N/A	N/A	N/A							
Demotion	0	N/A	N/A	N/A	N/A							
Reprimand	0	N/A	N/A	N/A	N/A							
Suspension	0	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							
Duty Hours	0	N/A	N/A	N/A	N/A							
Evaluation/Appraisal	0	N/A	N/A	N/A	N/A							
Examination/Test	0	N/A	N/A	N/A	N/A							
Harassment	0	N/A	N/A	N/A	N/A							
Non-Sexual	0	N/A	N/A	N/A	N/A							
Sexual	0	N/A	N/A	N/A	N/A							
Medical Examination	0	N/A	N/A	N/A	N/A							
Pay (Including Overtime)	0	N/A	N/A	N/A	N/A							
Promotion/Non-Selection	0	N/A	N/A	N/A	N/A							
Reassignment	0	N/A	N/A	N/A	N/A							
Denied	0	N/A	N/A	N/A	N/A							
Directed	0	N/A	N/A	N/A	N/A							
Reasonable Accommodation	0	N/A	N/A	N/A	N/A							
Reinstatement	0	N/A	N/A	N/A	N/A							
Retirement	0	N/A	N/A	N/A	N/A							
Termination	1	100	N/A	N/A	N/A	N/A						
Terms/Conditions of												
Emplovment	0	N/A		N/A	N/A							
Time and Attendance	0	N/A	N/A	N/A	N/A							
Training	0	N/A	N/A	N/A	N/A							
Other	0	N/A	N/A	N/A	N/A							
Findings After Hearing												
704(j)(3)	9	N/A		N/A	N/A							
Appointment/Hire	0	N/A	N/A	N/A	N/A							
Assignment of Duties	0	N/A	N/A	N/A	N/A							
Awards	1	10	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		
Disciplinary Action	0	N/A		N/A	N/A							
Demotion	0	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	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 N/A	N/A
Removal	0	N/A		N/A	N/A							
Other	0	N/A		N/A	N/A							
Duty Hours	1	10	N/A		N/A	N/A						
Evaluation/Appraisal Examination/Test	0	N/A		N/A	N/A							
Harassment	1	10/A	N/A		N/A	N/A						
Non-Sexual	1	N/A		N/A	N/A							
Sexual	0	N/A		N/A	N/A							
Medical Examination	0	N/A		N/A	N/A							
Pay (Including Overtime)	0	N/A		N/A	N/A							
Promotion/Non-Selection	3	30	N/A		N/A	N/A						
Reassignment	1	10	N/A		N/A	N/A						
Denied	1	N/A		N/A	N/A							
	0	N/A		N/A	N/A							
Directed	0											

Reinstatement	0	N/A										
Retirement	0	N/A										
Termination	0	N/A										
Terms/Conditions of												
Employment	1	10	N/A									
Time and Attendance	0	N/A										
Training	0	N/A										
Other	1	10	N/A									

29 CFR §1614.704(	29 CFR §1614.705 COMPARATIVE DATA								
COMPLAINTS PENDING	2004 END OF 4th QTR	PREVIOUS FISCAL YEAR							
FROM PREVIOUS FISCAL YEARS BY STATUS		2003	2002	2001	2000	1999			
Total complaints from									
previous Fiscal Years									
704(k)(1)	842	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 pendir	ng [as of 9.	/30]:							
704(k)(3)									
Investigation	267	N/A	N/A	N/A	N/A	N/A			
ROI issued, pending									
Complainant's action	30	N/A	N/A	N/A	N/A	N/A			
Hearing	329	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	39	N/A	N/A	N/A	N/A	N/A			

29 CFR §1614.704	29 CFR §1614.705 COMPARATIVE DATA								
	2004	PREVIOUS FISCAL YEAR							
COMPLAINT INVESTIGATIONS	END OF								
	4th QTR	2003	2002	2001	2000	1999			
Number Pending Completion of Investigation	267	N/A	N/A	N/A	N/A	N/A			
Pending Investigations Beyond Authorized Time Frames	49	N/A	N/A	N/A	N/A	N/A			

This page was last modified on October 18, 2004.