

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

Internal Revenue Service

For 4th Quarter 2016 for period ending September 30, 2016

This report is based on the Complaint Against hierarchy.

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2016 Thru 09-30 |
| | 2011 | 2012 | 2013 | 2014 | 2015 | |
| Number of Complaints Filed | 306 | 307 | 301 | 249 | 266 | 281 |
| Number of Complainants | 258 | 275 | 280 | 227 | 252 | 256 |
| Repeat Filers | 31 | 26 | 14 | 17 | 10 | 19 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2016 Thru 09-30 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2011 | 2012 | 2013 | 2014 | 2015 | |
| Race | 104 | 120 | 113 | 107 | 107 | 107 |
| Color | 11 | 22 | 15 | 18 | 31 | 34 |
| Religion | 18 | 7 | 10 | 13 | 17 | 12 |
| Reprisal | 137 | 152 | 152 | 152 | 153 | 171 |
| Sex | 85 | 83 | 72 | 82 | 93 | 102 |
| PDA | 0 | 2 | 0 | 1 | 1 | 2 |
| National Origin | 20 | 31 | 16 | 22 | 29 | 29 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
| Equal Pay Act | 0 | 0 | 0 | 1 | 2 | 0 |
| Age | 64 | 66 | 62 | 78 | 73 | 78 |
| Disability | 93 | 125 | 121 | 64 | 103 | 114 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 18 | 11 | 17 | 8 | 15 | 20 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2016 Thru 09- 30 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2011 | 2012 | 2013 | 2014 | 2015 | |
| Appointment/Hire | 4 | 7 | 5 | 8 | 7 | 14 |
| Assignment of Duties | 37 | 40 | 35 | 34 | 40 | 35 |
| Awards | 8 | 6 | 8 | 5 | 6 | 5 |
| Conversion to Full Time/Perm Status | 1 | 0 | 1 | 1 | 0 | 1 |
| Disciplinary Action | | | | | | |
| Demotion | 5 | 3 | 4 | 2 | 6 | 3 |
| Reprimand | 10 | 12 | 16 | 6 | 13 | 13 |
| Suspension | 11 | 15 | 10 | 15 | 10 | 18 |
| Removal | 4 | 6 | 6 | 4 | 4 | 5 |
| Other | 0 | 0 | 0 | 0 | 0 | 10 |
| Duty Hours | 3 | 7 | 5 | 7 | 10 | 10 |
| Perf. Eval./ Appraisal | 72 | 78 | 55 | 70 | 66 | 70 |
| Examination/Test | 1 | 2 | 1 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 129 | 152 | 154 | 116 | 122 | 136 |
| Sexual | 13 | 5 | 5 | 10 | 8 | 5 |
| Medical Examination | 2 | 0 | 1 | 0 | 3 | 0 |
| Pay including overtime | 4 | 10 | 7 | 6 | 7 | 3 |
| Promotion/Non-Selection | 38 | 38 | 39 | 42 | 65 | 40 |

| Reassignment | | | | | | |
|--|---------------------------|--------|--------|--------|--------|-----------------------|
| Denied | 10 | 7 | 7 | 3 | 5 | 6 |
| Directed | 2 | 10 | 5 | 10 | 7 | 10 |
| Reasonable Accommodation Disability | 30 | 33 | 42 | 17 | 41 | 46 |
| Reinstatement | 3 | 1 | 3 | 0 | 1 | 2 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 1 |
| Retirement | 2 | 1 | 3 | 3 | 2 | 4 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 4 |
| Telework | 0 | 0 | 0 | 0 | 0 | 6 |
| Termination | 52 | 36 | 21 | 11 | 12 | 16 |
| Terms/Conditions of Employment | 39 | 67 | 86 | 53 | 57 | 46 |
| Time and Attendance | 43 | 47 | 44 | 48 | 53 | 55 |
| Training | 22 | 15 | 21 | 10 | 18 | 13 |
| Other | | | | | | |
| Equal Pay Act Violation | 0 | 0 | 0 | 0 | 0 | 1 |
| 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 | | | | | 2016 Thru 09-30 |
| | 2011 | 2012 | 2013 | 2014 | 2015 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 186.42 | 211.52 | 261.15 | 292.84 | 209.42 | 205.16 |
| Average number of days in final action | 33.41 | 26.10 | 31.53 | 32.30 | 32.63 | 39.17 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 183.75 | 214.54 | 252.47 | 291.44 | 216.19 | 215.47 |

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|---|----------------------------------|-------------|-------------|-------------|-------------|--------------------------------|---|---|---|---|---|----|
| Average number of days in final action | 27.83 | 15.98 | 19.39 | 22.51 | 21.16 | 32.42 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 191.35 | 206.60 | 277.60 | 295.12 | 196.17 | 199.84 | | | | | | |
| Average number of days in final action | 46.21 | 42.30 | 56.31 | 44.62 | 42.15 | 47.61 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2016 Thru 09-30 | | | | | | |
| | 2011 | 2012 | 2013 | 2014 | 2015 | | | | | | | |
| Total Complaints Dismissed by Agency | 32 | 25 | 28 | 34 | 37 | 38 | | | | | | |
| Average days pending prior to dismissal | 165.69 | 148.92 | 74.54 | 86.06 | 47.57 | 22.03 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 30 | 23 | 18 | 28 | 12 | 24 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2016 Thru 09-30 | | | | | | |
| | 2011 | 2012 | 2013 | 2014 | 2015 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 2 | | 1 | | 0 | | 0 | | 0 | | 6 | |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 83 |
| With Hearing | 2 | 100 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 17 |
| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2016 Thru 09-30 | | | | | | |
| | 2011 | 2012 | 2013 | 2014 | 2015 | | | | | | | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 3 | | 3 | | 0 | | 1 | | 3 | | 6 | |

| | | | | | | | | | | | | |
|---------------------------------|---|----|---|-----|---|---|---|-----|---|----|---|-----|
| Race | 0 | 0 | 1 | 33 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 17 |
| Reprisal | 1 | 33 | 0 | 0 | 0 | 0 | 1 | 100 | 2 | 67 | 1 | 17 |
| Sex | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 33 |
| 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 | 1 | 17 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 33 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Disability | 1 | 33 | 1 | 33 | 0 | 0 | 1 | 100 | 2 | 67 | 3 | 50 |
| 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 | 2 | | 1 | | 0 | | 0 | | 0 | | 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 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 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 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 1 | | 2 | | 0 | | 1 | | 3 | | 5 | |

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|-------------------------------------|---|----|---|----|---|---|---|---|-----|---|----|---|----|
| Perf. Eval./ Appraisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | | |
| Non-Sexual | 0 | 0 | 2 | 67 | 0 | 0 | 0 | 0 | 0 | 2 | 67 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 33 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 | 0 | 0 |
| Pay including overtime | 0 | 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 | 0 |
| Reassignment | | | | | | | | | | | | | |
| Denied | 0 | 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 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 17 |
| Reinstatement | 0 | 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 | 0 |
| Retirement | 0 | 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 | 0 |
| Telework | 0 | 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 | 0 |
| Terms/Conditions of Employment | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 | 1 | 17 |
| Training | 0 | 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 | 0 |
| User Defined - Other 2 | 0 | 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 | 0 |
| User Defined - Other 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | | |
| Findings After Hearing | 2 | | 1 | | 0 | | 0 | | 0 | | 1 | | |

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|-------------------------------------|---|----|---|-----|---|---|---|-----|---|----|---|----|
| 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 | 0 | 0 | 0 | 0 |
| Time and Attendance | 1 | 50 | 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 | 1 | | 2 | | 0 | | 1 | | 3 | | 5 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 |
| 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 | 1 | 100 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 0 | 0 | 2 | 100 | 0 | 0 | 0 | 0 | 2 | 67 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 40 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 | 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 | 0 | 0 | 0 | 0 |
| 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 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 | 1 | 20 |
| 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 |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | 2016 Thru 09-30 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2011 | 2012 | 2013 | 2014 | 2015 | | | | | | | |
| Total complaints from previous Fiscal Years | 155 | 170 | 189 | 242 | 279 | 319 | | | | | | |
| Total Complainants | 138 | 147 | 158 | 208 | 227 | 257 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 2 | 5 | 7 | 3 | 2 | 3 | | | | | | |

| | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
| ROI issued, pending Complainant's action | 0 | 0 | 2 | 7 | 0 | 0 |
| Hearing | 143 | 150 | 170 | 223 | 266 | 310 |
| Final Agency Action | 5 | 14 | 8 | 8 | 10 | 10 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2016 Thru 09- 30 |
| | 2011 | 2012 | 2013 | 2014 | 2015 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 4 | 11 | 26 | 4 | 15 | 5 |