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

Internal Revenue Service (IRS)

For 3rd Quarter 2012 for period ending June 30, 2012

mixed cases are included in this report.

	Comparative Data											
Complaint Activity	I	2012										
	2007	2008	2009	2010	2011	Thru 06-30						
Number of Complaints Filed	412	361	263	314	305	218						
Number of Complainants	372	339	238	298	257	204						
Repeat Filers	29	21	22	15	32	13						

Complaints by Pagis	Comparative Data											
Complaints by Basis	Pre	ata	2012									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 06- 30						
Race	147	151	97	140	103	91						
Color	17	19	11	18	11	12						
Religion	16	23	7	14	18	5						
Reprisal	156	151	127	143	136	103						
Sex	110	124	87	90	84	63						
National Origin	25	34	20	19	19	17						
Equal Pay Act	2	2	0	0	0	0						
Age	104	109	82	84	64	48						
Disability	113	90	69	88	93	89						

Non-EEO	12	29	11	14	18	5
Compleints by Issue		C	ompara	ative D	ata	
Complaints by Issue	Pro	evious	Fiscal '	Year D	ata	2012
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 06- 30
Appointment/Hire	14	13	10	14	4	5
Assignment of Duties	51	36	33	35	37	31
Awards	13	8	6	6	8	6
Conversion to Full-time	0	2	0	0	1	0
Disciplinary Action						
Demotion	5	4	1	0	5	1
Reprimand	9	15	9	16	10	10
Suspension	11	7	15	18	11	11
Removal	5	4	3	3	4	4
Other	7	17	10	9	3	15
Duty Hours	6	9	6	6	3	5
Evaluation Appraisal	79	69	57	60	72	51
Examination/Test	1	0	0	3	1	1
Harassment						
Non-Sexual	175	184	129	150	129	113
Sexual	13	12	8	4	13	4
Medical Examination	0	2	1	3	2	0
Pay (Including Overtime)	15	12	8	13	4	7
Promotion/Non-Selection	77	89	62	71	38	20
Reassignment	1	1	1	1	1	1
Denied	7	6	4	10	10	4

Directed		7	13	4	8	2	8
Reasonable Accommodation		40	23	20	23	30	23
Reinstatement		5	2	0	1	3	1
Retirement		3	6	3	1	2	1
Termination		23	35	16	49	51	28
Terms/Conditions of Employmer	nt	28	37	23	27	7 38	49
Time and Attendance		26	29	25	32	2 43	28
Training		19	17	10	25	5 22	9
Other		0	1	1	0	0	0
		(Compa	rative	Data	1	
Processing Time		Previous	Fiscal	Year l	Data	ļ	2012
	2007	2008	2009	202	10	2011	Thru 06-30
Complaints pending during fiscal	l year	I	ı	-1			I
Average number of days in investigation	274.15	250.40	256.29	183	.09	175.41	196.36
Average number of days in final action	57.10	56.41	57.48	55.	18	29.07	37.35
Complaint pending during fiscal	year whe	re hearing	g was re	equeste	ed		
Average number of days in investigation	257.59	256.98	257.48	3 179	.06	180.81	199.08
Average number of days in final action	11.19	7.24	6.82	8.0)2	4.81	6.93
Complaint pending during fiscal	year whe	re hearing	g was n	ot requ	este	d	
Average number of days in investigation	315.39	237.17	254.26	5 193	.88	162.39	192.71
Average number of days in final action	98.69	102.27	103.59	9 102	.92	63.50	70.08
Complaints Dismissed by A	gency		Co	mpara	ıtive	Data	

					P	rev	iou	s Fis	cal	Year	D	ata	a		012
				20	07	2	2008	3 20)09	2010		0 2011		(hru)6- 30
Total Complaints Dismissed by A	gen	су		5	59		56	4	1 1	38	3	38			27
Average days pending prior to dis	smis	sal		1	64		268	1	75	199	9	1	127	3	332
Complaints	Wi	thd	rav	vn	by	Co	mp	olain	ants	8					
Total Complaints Withdrawn by Complainants				5	50		65		35	26	Ó		28		19
						(Con	npar	ativ	e Da	ta				
Total Final Agency Actions			F	Pre	evi	ous	Fis	cal Y	Year	r Dat	a				12
Finding Discrimination		20	07		20	08	2	2009	2	010	2	201	11		1ru -30
		#	%	,	#	%	#	%	#	%	#		%	#	%
Total Number Findings		10			5		3		4		3			3	
Without Hearing		5	50)	1	20	1	33	1	25	1		33	3	100
With Hearing		5	50)	4	80	2	67	3	75	2	2	67	0	0
Findings of Discrimination						C	om]	para	tive	Data	a				
Rendered by Basis			P	re	vio	us	Fisc	cal Y	ear	Data	a				012
Note: Complaints can be filed	2	007		2	00	8 2009			2010		20)11		hru 5-30
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	9/	6	#	9,	6	#	%	#	%		#	%	#	%
Total Number Findings	10			5			3		4			3		3	
Race	0	C)	0	()	0	0	3	75		0	0	1	33
Color	0	C)	0	()	0	0	0	0		0	0	0	0
Religion	0	C)	0	(0	0	0	0	0		0	0	0	0
Reprisal	6	60	0	1	2	0	2	67	0	0		1	33	1	33
Sex	1	10	0	0	(0	0	0	1	25		0	0	1	33
National Origin	0	0)	0	(C	0	0	3	75		0	0	0	0

Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	20	0	0	0	0	1	33	0	0
Disability	3	30	3	60	1	33	0	0	1	33	1	33
Non-EEO	1	10	0	0	0	0	0	0	0	0	0	0
					1							
Findings After Hearing	5		4		2		3		2		0	
Race	0	0	0	0	0	0	2	67	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	4	80	1	25	2	100	0	0	1	50	0	0
Sex	1	20	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	67	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	25	0	0	0	0	1	50	0	0
Disability	1	20	2	50	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	4		1		1		1		0		2	
Race	0	0	0	0	0	0	1	100	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	1	25	0	0	0	0	0	0	0	0	1	50
Sex	0	0	0	0	0	0	1	100	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	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	2	50	1	100	1	100	0	0	0	0	1	50
Non-EEO	1	25	0	0	0	0	0	0	0	0	0	0
				C	com	parat	tive	Data				
Findings of Discrimination			Pre	evious	Fis	cal Y	ear	Data			201	
Rendered by Issue	20	2007		008	20	009	2	010	20	011		hru 5-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10		5		3		4		3		3	
Appointment/Hire	0	0	0	0	0	0	0	0	1	33	0	0
Assignment of Duties	0	0	0	0	1	33	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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	1	10	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	2	20	0	0	0	0	1	25	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	40	2	40	1	33	2	50	0	0	2	67
Sexual	0	0	0	0	1	33	0	0	0	0	0	0
Medical Examination	0	0	0	0	1	33	0	0	0	0	0	0
Pay (Including Overtime)	1	10	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	25	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	1	10	1	20	0	0	0	0	0	0	0	0	
Reinstatement	1	10	1	20	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	1	25	0	0	1	33	
Terms/Conditions of Employment	4	40	1	20	0	0	2	50	1	33	0	0	
Time and Attendance	2	20	0	0	0	0	0	0	1	33	0	0	
Training	0	0	0	0	0	0	1	25	0	0	0	0	
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0	
Findings After Hearing	5		4		2		3		2		0		
Appointment/Hire	0	0	0	0	0	0	0	0	1	50	0	0	
Assignment of Duties	0	0	0	0	1	50	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full-time	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	
Evaluation Appraisal	1	20	0	0	0	0	1	33	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	

Harassment												
Non-Sexual	3	60	2	50	1	50	1	33	0	0	0	0
Sexual	0	0	0	0	1	50	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	20	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	33	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	0	0	0	0	0	0
Reinstatement	0	0	1	25	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	33	0	0	0	0
Terms/Conditions of Employment	2	40	1	25	0	0	1	33	0	0	0	0
Time and Attendance	1	20	0	0	0	0	0	0	1	50	0	0
Training	0	0	0	0	0	0	1	33	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	5		1		1		1		1		3	
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	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

Fiscal Years by Statu		10 u 0		Pre	evio	us Fis	cal	Year	Da	ta	2012	
Pending Complaints Filed in Previous				Comparative Data								
Other - User Defined	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
Time and Attendance	1	20	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	2	40	0	0	0	0	1	100	1	100	0	0
Termination	0	0	0	0	0	0	0	0	0	0	1	33
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	1	20	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	20	1	100	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	-											
Promotion/Non-Selection	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
Medical Examination	0	0	0	0	1	100	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	20	0	0	0	0	1	100	0	0	2	67
Harassment	-											
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	20	0	0	0	0	0	0	0	0	0	0
Duty Hours	1	20	0	0	0	0	0	0	0	0	0	0
Other	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
Suspension	0	0	0	0	0	0	0	0	0	0	0	0

	2007	2008	2009	2010	2011	Thru 06- 30
Total complaints from previous Fiscal Years	583	508	476	409	415	402
Total Complainants	559	457	422	356	379	333
Number complaints pending						
Investigation	9	12	3	4	1	13
ROI issued, pending Complainant's action	1	5	3	0	0	1
Hearing	159	157	175	156	160	200
Final Agency Action	32	30	19	18	12	21
		Co	ompara	ative D	ata	
Complaint Investigations	Pro	evious]	Fiscal Y	Year D	ata	2012
Complaint in Conguerons	2007	2008	2009	2010	2011	Thru 06- 30
Pending Complaints Where Investigations Exceed Required Time Frames	34	36	15	12	9	22