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

## **Internal Revenue Service (IRS)**

## For 1st Quarter 2013 for period ending December 31, 2012

			Cor	nparati	ve Data	a
<b>Complaint Activity</b>	Pr	evious	2012Tb12 21			
	2008	2009	2010	2011	2012	2013Thru12-31
Number of Complaints Filed	361	263	314	305	305	75
Number of Complainants	339	238	298	257	274	73
Repeat Filers	21	22	15	32	25	2

Complaints by Pagis	Comparative Data											
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru12- 31						
Race	151	97	140	103	118	32						
Color	19	11	18	11	21	3						
Religion	23	7	14	18	7	3						
Reprisal	151	127	143	137	151	37						
Sex	124	87	90	85	82	14						
National Origin	34	20	19	20	30	1						
Equal Pay Act	2	0	0	0	0	0						
Age	109	82	84	64	66	20						
Disability	90	69	88	93	124	24						

Non-EEO	29	11	14	18	11	3
Complete to be Income			Com	parativ	ve Data	l.
Complaints by Issue	Pro	evious	Fiscal \	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru12- 31
Appointment/Hire	13	10	14	4	7	5
Assignment of Duties	36	33	35	37	40	10
Awards	8	6	6	8	6	3
Conversion to Full-time	2	0	0	1	0	0
Disciplinary Action						
Demotion	4	1	0	5	3	0
Reprimand	15	9	16	10	11	5
Suspension	7	15	18	11	14	2
Removal	4	3	3	4	6	1
Other	17	10	9	3	19	4
Duty Hours	9	6	6	3	7	1
Evaluation Appraisal	69	57	60	72	75	10
Examination/Test	0	0	3	1	2	0
Harassment			-		-	
Non-Sexual	184	129	150	129	151	40
Sexual	12	8	4	13	5	2
Medical Examination	2	1	3	2	0	0
Pay (Including Overtime)	12	8	13	4	10	1
Promotion/Non-Selection	89	62	71	38	38	16
Reassignment			-			

Denied		6	4	10	0 10	7	0		
Directed		13	4	8	2	10	3		
Reasonable Accommodat	ion	23	20	23	3 30	33	8		
Reinstatement		2	0 1		3	1	2		
Retirement		6	3	1	2	1	1		
Termination		35	16	49	52	36	5		
Terms/Conditions of Employment		37	23	27	7 38	66	22		
Time and Attendance		29	25	32	2 43	46	6		
Training		17	10	25	5 22	15	3		
Other		1	1	0	0	0	0		
			Co	mpa	arative ]	Data			
<b>Processing Time</b>		Previous	Fisca	l Ye	ear Data	l	2013Thru12-		
	2008	2009 2010 2011 2012					31		
Complaints pending during	ng fiscal y	fiscal year							
Average number of days in investigation	250.40	256.29	183.0	)9	175.17	203.66	248.12		
Average number of days in final action	56.03	57.48	54.8	4	32.26	36.95	38.82		
Complaint pending during	g fiscal y	ear where	e heari	ng v	vas requ	ested			
Average number of days in investigation	256.98	257.48	179.0	)6	180.46	203.99	246.41		
Average number of days in final action	7.61	6.82	7.93	3	5.67	5.64	6.35		
Complaint pending during	g fiscal y	ear where	e heari	ng v	vas not 1	requested			
Average number of days in investigation	237.17	254.26	193.8	38	162.39	203.11	249.52		

Average number of days in final action	102	2.27	10	3.59	9 1	02	.92	71	.92	69	0.85	8	8.60
							Co	omp	parat	ive	Data		
Complaints Dismisse Agency	d by	7		Pre	eviou	ıs ]	Fisca	ıl Y	ear I	ata	ı	20137	Thru12-
				08	200	9	201	0	2011	20	012	<b>:</b>	31
Total Complaints Dismiss Agency	sed l	ру	50	5	41	-	39		38		38		13
Average days pending pri dismissal	or to	)	26	8	17.	5	225	5	127	3	808	(	65
Con	ıpla	ints	Wit	hdr	awı	ı b	y Co	mp	laina	nts			
Total Complaints Withdra Complainants	awn	by	6:	5	36	ó	26		30		23		4
							Con	npa	rativ	e D	ata		
<b>Total Final Agency</b>			P	rev	ious	Fi	scal	Yea	ır Da	ta		20137	Γhru12-
Actions Finding Discrimination		20	08	20	009	2	2010	2	2011	2	012		31
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		5		3		4		3		4		0	
Without Hearing		1	20	1	33	1	25	1	33	3	75	0	0
With Hearing		4	80	2	67	3	75	2	67	1	25	0	0
Findings of						C	omp	ara	tive l	Data	a		
Discrimination Rendered by Basis			Pre	vio	us F	'isc	al Y	ear	Data	<u> </u>		2013	Thru12-
Note: Complaints can	20	008	2	2009	,	20	)10	2	011	2	012	2013	31
be filed alleging multiple bases.The sum													
of the bases may not equal total complaints and findings.	#	%	#	9/	<b>6</b>	#	%	#	%	#	%	#	%
Total Number Findings	5	5				4		3		4		0	
Race	0	0	0	0	) [	3	75	0	0	1	25	0	0

Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	25	0	0
Reprisal	1	20	2	67	0	0	1	33	1	25	0	0
Sex	0	0	0	0	1	25	0	0	1	25	0	0
National Origin	0	0	0	0	3	75	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	20	0	0	0	0	1	33	0	0	0	0
Disability	3	60	1	33	0	0	1	33	1	25	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	4		2		3		2		1		0	
Race	0	0	0	0	2	67	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	1	100	0	0
Reprisal	1	25	2	100	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	2	67	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	25	0	0	0	0	1	50	0	0	0	0
Disability	2	50	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		1		1		0		2		0	
Race	0	0	0	0	1	100	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	50	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	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	1	100	) 1	100	0	0	0	0	1	50	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	T	<u>'</u>		-	(	Compa	arat	ive I	) Data	l		1
Findings of			Pre	vious	Fis	cal Ye	ear	Data			2013	Thru12
Discrimination Rendered by Issue	20	008	20	009	20	10	20	)11	2	012		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		3		4		3		4		0	
Appointment/Hire	0	0	0	0	0	0	1	33	0	0	0	0
Assignment of Duties	0	0	1	33	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
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

Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	40	1	33	2	50	0	0	2	50	0	0
Sexual	0	0	1	33	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	33	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	1	25	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	1	20	0	0	0	0	0	0	1	25	0	0
Reinstatement	1	20	0	0	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	1	25	0	0	1	25	0	0
Terms/Conditions of Employment	1	20	0	0	2	50	1	33	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	33	0	0	0	0
Training	0	0	0	0	1	25	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	4		2		3		2		1		0	
Appointment/Hire	0	0	0	0	0	0	1	50	0	0	0	0
Assignment of Duties	0	0	1	50	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
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	0	0	0	0	1	33	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	50	1	50	1	33	0	0	0	0	0	0
Sexual	0	0	1	50	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	1	33	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	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	1	25	0	0	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	1	33	0	0	0	0	0	0
Terms/Conditions of	1	25	0	0	1	33	0	0	0	0	0	0

Employment												
Time and Attendance	0	0	0	0	0	0	1	50	0	0	0	0
Training	0	0	0	0	1	33	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		1		1		3		0	
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
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	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	1	100	0	0	2	67	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	100	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		-		-		-		-		-		
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	100	0	0	0	0	0	0	0	0	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	0	0	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	1	100	1	100	0	0	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

			Com	parati	ve Data	ı				
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious	Fiscal '	Year D	ata	2013Thru12-				
	2008	2009	2010	2011	2012	31				
Total complaints from previous Fiscal Years	498	462	394	398	379	399				
Total Complainants	448	409	342	362	312	335				
Number complaints pending										
Investigation	12	3	4	1	6	102				
ROI issued, pending Complainant's action	5	3	0	0	0	9				
Hearing	144	160	137	135	137	190				
Final Agency Action	30	19	20	13	23	27				
Complaint Investigations	Comparative Data									

	Previous Fiscal Year Data				2013Thru12-	
	2008	2009	2010	2011	2012	31
Pending Complaints Where Investigations Exceed Required Time Frames	36	15	12	10	17	21