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

Internal Revenue Service Office of the Chief Counsel (IRSCC)

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

			Cor	nparati	ive Data	a		
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2012Thmv12 21		
	2008	2009	2010	2011	2012	2013Thru12-31		
Number of Complaints Filed	1	12	7	9	3	2		
Number of Complainants	1	9	7	7	3	2		
Repeat Filers	0	3	0	2	0	0		

Constant Design			Com	parativ	ve Data	Į.
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	0	5	4	1	1	0
Color	0	0	1	0	0	0
Religion	0	1	0	0	0	0
Reprisal	1	5	6	4	2	2
Sex	0	2	2	3	2	1
National Origin	0	2	0	1	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	2	2	2	2	1
Disability	0	4	2	4	1	1

Non-EEO	0	5	0	4	0	0
Compleints by Issue			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	0	1	0	0	0	0
Assignment of Duties	0	0	1	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	1	1	0
Suspension	0	0	0	0	0	0
Removal	0	2	0	0	0	0
Other	0	0	0	1	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	1	2	1	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	1	6	1	6	1	1
Sexual	0	0	1	2	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	0	0	0
Promotion/Non-Selection	0	4	2	3	0	0
Reassignment						

Denied		0	0	0	0	0	0							
Directed		0	0	0	0	1	0							
Reasonable Accommodat	ion	0	0	0	0	0	0							
Reinstatement		0	0	0	0	0	0							
Retirement		0	0	0	0	0	0							
Termination		0	0	0	0	0	0							
Terms/Conditions of Employment		0	0 2		0	0	0							
Time and Attendance		0	0	0	0	0	0							
Training		0	0	0	0	0	0							
Other		0	1	0	0	0	0							
		Comparative Data												
Processing Time]	Previous Fiscal Year Data 2013Thr												
	2008	2009	2010	0	2011	2012	31							
Complaints pending during	ng fiscal y	scal year												
Average number of days in investigation	276.33	326.00	187.8	32	180.67	164.25	225.00							
Average number of days in final action	56.00	3.00	43.0	0	48.00	44.67	0							
Complaint pending during	g fiscal yo	ear where	e heari	ng w	as requ	ested								
Average number of days in investigation	321.50	326.00	201.4	.43 181.75		156.00	225.00							
Average number of days in final action	0	3.00	6.00)	0	2.00	0							
Complaint pending during	g fiscal y	ear where	e heari	ng w	as not r	equested								
Average number of days in investigation	186.00	0	164.0	00			0							

Average number of days in final action	56.00)	C)	5.	5.3	3	48.0	00	66.	.00		0	
							Co	mpa	arati	ve I	Data			
Complaints Dismissed Agency	d by		P	Pre	viou	s F	iscal	Ye	ar D	ata		20137	Thru12-	
rigency		İ	2008 2		2009	009 2) 2	2011		12		31	
Total Complaints Dismiss Agency	ed by	Ì	0		0		2		0		1		0	
Average days pending pridismissal	or to		0	0		93			0	3	8		0	
Com	plaint	s V	With	dr	awn	by	Cor	npl	ainaı	nts				
Total Complaints Withdra Complainants	ıwn by	by 0 1 2 3 2									0			
						(Com	par	ative	Da	ıta			
Total Final Agency		Previous Fiscal Year Data 2013Thru1												
Actions Finding Discrimination		2008		20	09	20)10	20)11	20	12		31	
	#	-	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0			0		0		0		0		0		
Without Hearing	0		0	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	Ì	0	0	0	0	0	0	0	0	0	0	0	
Findings of Discriminat	ion					(Com	par	ative	e Da	nta			
Rendered by Basis			Pr	evi	ious	Fis	scal `	Yea	r Da	ta		2013	Thru12-	
Note: Complaints can be		20	08	20	009	2	010	2	011	20	012	-	31	
filed alleging multiple bases. The sum of the base may not equal total complaints and findings.				#	%	#	%	#	%	#	%	#	%	
Total Number Findings	()		0		0		0		0		0		
Race	()	0	0	0	0	0	0	0	0	0	0	0	
Color	()	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	0	0	0	0
Sex	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	0	0	0	0	0	0	0	0	0	0	0	0
Disability	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	0		0		0		0		0		0	
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	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	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	0	0	0	0	0	0	0	0	0	0	0	0
Disability	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	0		0		0		0		0		0	
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	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0

Sex	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	0	0	0	0	0	0	0	0	0	0	0	0
Disability	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
					(Com	par	ative	e Da	ıta		
Findings of Discrimination		P	revi	ous	Fis	cal Y	Zea ı	· Dat	ta		2013	
Rendered by Issue	2008 2009 2010 2011 2012										31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		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	0	0	0	0	0	0	0	0

Sexual	0	0	0	0	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	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	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
Retirement	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	0	0	0	0	0	0	0	0	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
Findings After Hearing	0		0		0		0		0		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											ı	1
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
1	-											

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	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	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	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	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
Retirement	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	0	0	0	0	0	0	0	0	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
Findings Without Hearing	0		0		0		0		0		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	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	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	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	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
Retirement	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	0	0	0	0	0	0	0	0	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
					Coı	np	parati	ve I	Data	l	
Pending Complaints Filed Previous Fiscal Years by Sta		P	revio	us	Fiscal	Y	ear D	ata		2013	Γhru12-
		2008	20	09	2010		2011	20)12		31
Total complaints from previou Fiscal Years	1S	5		1	13		10	1	15		9
Total Complainants		5		1	10		10	1	13		9
Number complaints pending	3									-	
Investigation		0	()	0		0		0		1
ROI issued, pending Complainant's action		0	()	0		0		0		0
Hearing		3	2	2	6		8	,	7		7
Final Agency Action		0	()	0		0		0		0
					Cor	np	parati	ve I	Data	1	
Complaint Investigations	5	P	revio	us]	Fiscal	Y	ear D	ata	ļ	2013	Thru12-
		2008	20	09	2010		2011	20)12		31
Pending Complaints Where Investigations Exceed Require Time Frames	ed	0	()	1		0		0		0