

**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.\*\***

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 06-30
	2007	2008	2009	2010	2011	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 06-30
	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 06- 30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						
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 Employment	28	37	23	27	38	49
Time and Attendance	26	29	25	32	43	28
Training	19	17	10	25	22	9
Other	0	1	1	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 06-30</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Complaints pending during fiscal year						
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 where hearing was requested						
Average number of days in investigation	257.59	256.98	257.48	179.06	180.81	199.08
Average number of days in final action	11.19	7.24	6.82	8.02	4.81	6.93
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	315.39	237.17	254.26	193.88	162.39	192.71
Average number of days in final action	98.69	102.27	103.59	102.92	63.50	70.08
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					

	Previous Fiscal Year Data					2012 Thru 06- 30						
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	59	56	41	38	38	27						
Average days pending prior to dismissal	164	268	175	199	127	332						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	50	65	35	26	28	19						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012 Thru 06-30</b>	
	<b>2007</b>		<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
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	67	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012 Thru 06-30</b>	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>2007</b>		<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	10		5		3		4		3		3	
Race	0	0	0	0	0	0	3	75	0	0	1	33
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	6	60	1	20	2	67	0	0	1	33	1	33
Sex	1	10	0	0	0	0	1	25	0	0	1	33
National Origin	0	0	0	0	0	0	3	75	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012 Thru 06-30</b>	
	<b>2007</b>		<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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







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	20	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	20	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	1	20	0	0	0	0	1	100	0	0	2	67
Sexual	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
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	20	1	100	0	0	0	0	0	0	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	0	0	0	0	0	0	1	33
Terms/Conditions of Employment	2	40	0	0	0	0	1	100	1	100	0	0
Time and Attendance	1	20	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>											<b>2012</b>

	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
<b>Number complaints pending</b>						
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
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 06- 30</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	34	36	15	12	9	22