

**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**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						

Denied	6	4	10	10	7	0
Directed	13	4	8	2	10	3
Reasonable Accommodation	23	20	23	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	38	66	22
Time and Attendance	29	25	32	43	46	6
Training	17	10	25	22	15	3
Other	1	1	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru12-31</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Complaints pending during fiscal year						
Average number of days in investigation	250.40	256.29	183.09	175.17	203.66	248.12
Average number of days in final action	56.03	57.48	54.84	32.26	36.95	38.82
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	256.98	257.48	179.06	180.46	203.99	246.41
Average number of days in final action	7.61	6.82	7.93	5.67	5.64	6.35
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	237.17	254.26	193.88	162.39	203.11	249.52

Average number of days in final action	102.27	103.59	102.92	71.92	69.85	88.60						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru12-31</b>	
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
Total Complaints Dismissed by Agency	56	41	39	38	38	13						
Average days pending prior to dismissal	268	175	225	127	308	65						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	65	36	26	30	23	4						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru12-31</b>	
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
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
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru12-31</b>	
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	5		3		4		3		4		0	
Race	0	0	0	0	3	75	0	0	1	25	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru12-31</b>	
	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</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>	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
<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	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	25	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





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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2013Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
Total complaints from previous Fiscal Years	498	462	394	398	379	399						
Total Complainants	448	409	342	362	312	335						
<b>Number complaints pending</b>												
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						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											

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