

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

Internal Revenue Service (IRS)

For 2nd Quarter 2025 for period ending March 31, 2025

| Part 1 Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Number of Complaints Filed | 221 | 221 | 279 | 371 | 424 | 191 |
| Number of Complainants | 207 | 204 | 253 | 337 | 384 | 181 |
| Repeat Filers | 9 | 16 | 21 | 29 | 32 | 10 |

| Part 2 Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 85 | 97 | 106 | 118 | 123 | 58 |
| Color | 28 | 36 | 37 | 53 | 46 | 22 |
| Religion | 13 | 13 | 27 | 20 | 17 | 8 |
| Reprisal | 122 | 134 | 166 | 212 | 224 | 94 |
| Sex | 65 | 59 | 83 | 117 | 130 | 50 |
| PDA | 0 | 0 | 4 | 5 | 4 | 4 |
| National Origin | 30 | 21 | 19 | 28 | 29 | 19 |
| Equal Pay Act | 0 | 0 | 1 | 0 | 0 | 0 |
| Age | 61 | 64 | 68 | 91 | 112 | 48 |
| Disability | 101 | 92 | 127 | 207 | 199 | 84 |
| Genetics | 2 | 2 | 6 | 1 | 2 | 0 |
| Non-EEO | 12 | 16 | 33 | 27 | 15 | 8 |

| Part 3 Complaints By Issue | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|--------------------|
| <p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><i>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</i></p> | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Appointment/Hire | 11 | 5 | 7 | 3 | 12 | 3 |
| Assignment of Duties* | 12 | 20 | 0 | 0 | 0 | 0 |
| Awards | 5 | 2 | 0 | 4 | 3 | 1 |
| Conversion to Full Time/Perm Status* | 1 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 4 | 2 | 3 | 1 | 0 |
| Reprimand** | 14 | 5 | 0 | 0 | 0 | 0 |
| Suspension | 7 | 15 | 6 | 16 | 6 | 1 |
| Removal | 7 | 1 | 0 | 4 | 3 | 1 |
| Other Disciplinary Actions** | 0 | 0 | 0 | 20 | 18 | 5 |
| Other 2** | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours* | 2 | 1 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 34 | 46 | 41 | 55 | 67 | 37 |
| Examination/Test | 1 | 0 | 0 | 0 | 1 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 83 | 89 | 98 | 165 | 184 | 88 |
| Sexual | 3 | 2 | 0 | 4 | 8 | 2 |
| Medical Examination | 0 | 0 | 1 | 1 | 0 | 0 |
| Pay including overtime | 10 | 11 | 10 | 10 | 10 | 3 |
| Promotion/Non-Selection | 41 | 32 | 28 | 37 | 45 | 22 |
| Reassignment | | | | | | |
| Reassignment: Denied/Directed | 1 | 2 | 3 | 2 | 3 | 0 |
| Directed | 4 | 2 | 3 | 2 | 8 | 3 |
| Reasonable Accommodation Disability | 35 | 26 | 42 | 98 | 92 | 36 |
| Reinstatement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 3 | 3 | 1 | 3 |
| Retirement* | 3 | 3 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 1 | 0 | 0 | 3 | 0 |
| Telework | 4 | 3 | 3 | 12 | 27 | 6 |
| Termination | 19 | 21 | 25 | 48 | 46 | 28 |
| Terms/Conditions of Employment* | 29 | 38 | 0 | 0 | 0 | 0 |
| Time and Attendance | 36 | 43 | 54 | 65 | 79 | 24 |
| Training | 4 | 9 | 3 | 6 | 18 | 6 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 110 | 126 | 31 |
| User Defined - Other 1* | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2* | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3* | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4* | 0 | 0 | 0 | 0 | 0 | 0 |

| Part 4 Processing Time | Comparative Data | | | | | |
|---|---------------------------|--------|--------|--------|--------|-----------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 160.82 | 157.64 | 154.74 | 162.4 | 180.33 | 189.60 |
| Average number of days in final action | 40.1 | 28.85 | 35.77 | 39.18 | 44.14 | 45.29 |
| Complaints pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 168.37 | 160.83 | 156.98 | 163.1 | 184.64 | 196.20 |
| Average number of days in final action | 38.86 | 22.39 | 27.64 | 41.99 | 28.91 | 38.45 |
| Complaints pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 157.83 | 146.97 | 157.49 | 167.56 | 178.61 | 187.53 |
| Average number of days in final action | 42.36 | 41.33 | 45.02 | 49.01 | 52.49 | 49.10 |

| Part 5 Complaints Dismissed by Agency | Comparative Data | | | | | |
|---|---------------------------|-------|-------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Part 5 Complaints Dismissed by Agency | 30 | 28 | 51 | 42 | 53 | 41 |
| Average days pending prior to dismissal | 36.27 | 38.96 | 24.24 | 24.9 | 31.6 | 34.44 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 24 | 27 | 17 | 24 | 19 | 15 |

| Part 6 Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
|--|---------------------------|----|------|----|------|----|------|-----|------|-----|-----------------|----|
| | Previous Fiscal Year Data | | | | | | | | | | 2025 Thru 03-31 | |
| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 4 | | 2 | | 6 | | 4 | | 7 | | 2 | |
| Without Hearing | 3 | 75 | 1 | 50 | 5 | 83 | 4 | 100 | 7 | 100 | 1 | 50 |
| With Hearing | 1 | 25 | 1 | 50 | 1 | 17 | 0 | 0 | 0 | 0 | 1 | 50 |

| Part 7 Finding of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
|--|---------------------------|-------|------|--------|------|-------|------|--------|------|-------|-----------------|--------|
| | Previous Fiscal Year Data | | | | | | | | | | 2025 Thru 03-31 | |
| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | | |
| # | % | # | % | # | % | # | % | # | % | # | % | |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. | | | | | | | | | | | | |
| Total Number Findings | 4 | | 2 | | 6 | | 4 | | 7 | | 2 | |
| Race | 2 | 50.00 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color | 2 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0.00 | 0 | 0.00 | 1 | 16.67 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal | 1 | 25.00 | 1 | 50.00 | 2 | 33.33 | 2 | 50.00 | 4 | 57.14 | 1 | 50.00 |
| Sex | 1 | 25.00 | 0 | 0.00 | 1 | 16.67 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 2 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age | 0 | 0.00 | 0 | 0.00 | 1 | 16.67 | 0 | 0.00 | 2 | 28.57 | 0 | 0.00 |
| Disability | 2 | 50.00 | 2 | 100.00 | 3 | 50.00 | 4 | 100.00 | 5 | 71.43 | 2 | 100.00 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO | 1 | 25.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

| | | | | | | | | | | | | |
|--------------------------------|---|--------|---|--------|---|--------|---|--------|---|-------|---|--------|
| Findings After Hearing | 1 | | 1 | | 1 | | 0 | | 0 | | 1 | |
| Race | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal | 0 | 0.00 | 1 | 100.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Sex | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Finding Without Hearing | | | | | | | | | | | | |
| | 3 | | 1 | | 5 | | 4 | | 7 | | 1 | |
| Race | 1 | 33.33 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color | 1 | 33.33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion | 0 | 0.00 | 0 | 0.00 | 1 | 20.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal | 1 | 33.33 | 0 | 0.00 | 1 | 20.00 | 2 | 50.00 | 4 | 57.14 | 0 | 0.00 |
| Sex | 1 | 33.33 | 0 | 0.00 | 1 | 20.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 1 | 33.33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age | 0 | 0.00 | 0 | 0.00 | 1 | 20.00 | 0 | 0.00 | 2 | 28.57 | 0 | 0.00 |
| Disability | 2 | 66.67 | 1 | 100.00 | 3 | 60.00 | 4 | 100.00 | 5 | 71.43 | 1 | 100.00 |
| Genetics | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO | 1 | 33.33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

| | | | | | | | | | | | | |
|---------------------------------------|---|----|---|-----|---|----|---|----|---|----|---|-----|
| Findings Without Hearing | 3 | | 1 | | 5 | | 4 | | 7 | | 1 | |
| 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/Perm Status* | 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 Disciplinary Actions** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other 2** | 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 |
| Perf. Eval. / Appraisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 14 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Sexual | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 29 | 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 | 1 | 14 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Reassignment: Denied/Directed | 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 Disability | 1 | 33 | 0 | 0 | 3 | 60 | 2 | 50 | 4 | 57 | 1 | 100 |
| Reinstatement* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 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 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 1 | 33 | 0 | 0 | 1 | 20 | 2 | 50 | 1 | 14 | 0 | 0 |
| Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 1* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Part 9 Complaints Pending from Previous Fiscal Years By Status | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Total complaints from previous Fiscal Years | 185 | 124 | 101 | 83 | 118 | 279 |
| Total Complainants | 169 | 113 | 88 | 80 | 111 | 253 |
| Number complaints pending | | | | | | |
| Investigation | 0 | 0 | 0 | 1 | 3 | 30 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 3 | 2 | 13 |
| Hearing | 170 | 118 | 87 | 56 | 83 | 179 |
| Final Agency Action | 15 | 6 | 15 | 10 | 14 | 45 |
| Appeal with EEOC Office of Federal Operations | 1025 | 1018 | 1012 | 67 | 87 | 110 |

| Part 10 Complaint Investigations | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|-----------------|
| | Previous Fiscal Year Data | | | | | 2025 Thru 03-31 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 4 | 0 | 0 |