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

**Internal Revenue Service (IRS)**

**For 3rd Quarter 2025 for period ending June 30, 2025**

Notes:   
Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.  
Starting in FY2022, issues marked with:  
\* are reported under Other Terms / Conditions of Employment.  
\*\* are reported under Other Disciplinary Actions.  
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"

Number of Complaints Filed

298

424

371

279

221

221

Number of Complainants

207

204

253

337

384

272

Repeat Filers

9

16

21

29

32

23

**Part 1 Complaint Activity**

**FY 2025 (thru  
06-30)**

**FY  
2024**

**FY  
2023**

**FY  
2022**

**FY  
2021**

**FY  
2020**

28

36

37

53

46

26

13

13

27

20

17

14

85

97

106

118

123

71

122

134

166

212

224

134

65

59

83

117

130

62

30

127

0

4

157

5

6

112

207

1

29

101

0

64

64

0

4

0

68

28

199

19

91

61

92

0

28

0

21

0

2

16

6

0

27

10

33

2

15

1

2

12

**Part 2 Complaints by Basis**

**FY 2025 (thru  
06-30)**

**FY  
2024**

**FY  
2023**

**FY  
2022**

**FY  
2021**

**FY  
2020**

Race

Color

Religion

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

Appointment/Hire

3

12

3

7

5

11

Assignment of Duties\*

12

20

0

0

0

0

Awards

5

2

0

4

3

1

Conversion to Full Time/Perm

1

0

0

0

0

0

Disciplinary Action: Demotion

Disciplinary Action: Reprimand\*\*

Disciplinary Action: Suspension

Disciplinary Action: Removal

Disciplinary Action: Other Disciplinary Actions\*\*

Disciplinary Action: Other 2\*\*

1

4

2

3

1

0

14

5

0

0

0

0

7

15

6

16

6

4

7

1

0

4

3

2

0

0

0

0

0

0

Duty Hours\*

2

1

0

0

0

0

Perf. Eval./ Appraisal

34

46

41

55

67

46

Examination/Test

1

0

0

0

1

0

Harassment: Non-Sexual

83

89

98

165

184

115

Harassment: Sexual

3

2

0

4

8

4

Medical Examination

0

0

1

1

0

0

Pay including overtime

10

11

10

10

10

4

Promotion/Non-Selection

41

32

28

37

45

26

Reassignment: Denied/Directed

Reassignment: Directed

1

4

2

2

3

3

2

2

3

8

0

4

Reasonable Accommodation

Reinstatement\*

Religious Accommodation

35

0

0

26

0

0

42

0

3

98

0

3

92

0

1

88

0

3

Retirement\*

Sex-Stereotyping

Telework

3

0

4

3

1

3

0

0

3

0

0

12

0

3

27

0

0

10

Termination

Terms/Conditions of Employment\*

Time and Attendance

19

29

36

21

38

43

25

0

54

48

0

65

46

0

79

35

0

32

Training

4

9

3

6

18

10

**Part 3 Complaints By Issue**

Other Terms/Conditions of Employment\*

0

0

0

110

126

48

0

0

0

20

18

6

**FY  
2023**

**FY  
2022**

**FY 2025 (thru  
06-30)**

**FY  
2020**

**FY  
2024**

**FY  
2021**

Average days in Investigation for all cases pending during FY

160.82

157.64

154.74

162.4

180.33

188.00

191.08

28.85

35.77

39.18

42.96

40.1

44.14

Average days in Final Action for all cases pending during FY

184.64

168.37

160.83

156.98

163.1

28.91

37.83

27.64

22.39

38.86

41.99

146.97

167.56

178.61

157.49

Average Days in Investigation without Hearing

157.83

189.73

42.36

52.49

45.02

41.33

49.01

Average Days in Final Action without Hearing

47.08

**FY  
2021**

**FY  
2020**

**FY 2025  
 (thru   
06-30)**

**FY  
2024**

**FY  
2023**

**FY  
2022**

Average days in Investigation with

Average days in Final Action with

**Part 4 Processing Time (Complaints Pending During FY)**

Total Complaints Dismissed by

55

53

42

51

28

30

Average Days Pending Prior to Dismissal

36.27

38.96

24.24

24.9

31.6

32.69

Total Complaints Withdrawn by Complainants

24

27

17

24

19

50

**FY  
2020**

**FY  
2023**

**FY  
2022**

**FY  
2024**

**FY  
2021**

**FY 2025 (thru  
06-30)**

**Part 5 Complaints Dismissed or Withdrawn**

Total Number

3

7

4

6

2

4

3

1

5

4

7

2

Findigs With

1

1

1

0

0

1

75

25

50

50

83

17

100

0

100

0

67

33

**FY 2025  
 Count   
 (thru   
06-30)**

**FY  
2024   
 Count**

**FY  
2023   
 Count**

**FY  
2022   
 Count**

**FY  
2021   
 Count**

**FY  
2020   
 Count**

**FY  
2021   
 %**

**FY  
2020   
 %**

**FY  
2022   
 %**

**FY  
2023   
 %**

**FY  
2024   
 %**

**FY 2025  
 %   
 (thru   
06-30)**

Findings Without Hearing

**Part 6 Total Final Agency Actions Finding Discrimination**

Color

2

0

0

0

0

0

Religion

0

0

1

0

0

0

Race

2

1

0

0

0

0

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

1

1

2

2

4

2

1

0

1

0

0

0

2

3

0

0

2

0

0

2

4

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25.00

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25.00

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50.00

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16.67

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33.33

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28.57

0.00

0.00

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0.00

0.00

57.14

71.43

0.00

0.00

**Total Number Findings**

4

2

6

4

7

3

**FY 2025  
Count  
(thru 06-30)**

**FY  
2020  
Count**

**Part 7 Finding of Discrimination by Basis**

**FY  
2020  
%**

**FY  
2021  
Count**

**FY  
2021  
%**

**FY  
2022  
Count**

**FY  
2022  
%**

**FY  
2023  
Count**

**FY  
2023  
%**

**FY  
2024  
%**

**FY  
2024  
Count**

**FY 2025  
%  
(thru 06-30)**

Religion

Reprisal

Disability

Sex

Age

Genetics

Equal Pay Act

Non-EEO

PDA

Race

National Origin

Color

Color

National Origin

Religion

Age

Equal Pay Act

Race

Reprisal

PDA

Disability

Genetics

Non-EEO

Sex

0

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33.33

33.33

33.33

33.33

66.67

0.00

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33.33

0.00

33.33

0.00

1

1

**Findings After Hearing**

0

1

0

1

3

2

**Finding Without Hearing**

7

5

4

1

**Part 7 Finding of Discrimination by Basis (with Hearing)**

**FY  
2022  
%**

**FY  
2020  
Count**

**FY  
2021  
Count**

**FY  
2022  
Count**

**FY  
2024  
%**

**FY 2025  
%  
(thru 06-30)**

**FY  
2024  
Count**

**FY  
2023  
Count**

**FY  
2021  
%**

**FY  
2020  
%**

**FY  
2023  
%**

**FY 2025  
Count  
(thru 06-30)**

**Part 7 Finding of Discrimination by Basis (without Hearing)**

**FY  
2024  
Count**

**FY  
2023  
Count**

**FY  
2021  
%**

**FY  
2023  
%**

**FY  
2024  
%**

**FY  
2022  
%**

**FY 2025  
%  
(thru 06-30)**

**FY  
2020  
%**

**FY  
2020  
Count**

**FY  
2021  
Count**

**FY 2025  
Count  
(thru 06-30)**

**FY  
2022  
Count**

0

0

0

0

0

0

Conversion to Full Time/Perm

0

0

0

0

0

0

1

0

0

0

14

0

0

0

1

0

0

0

0

0

17

0

0

0

0

0

0

0

0

Disciplinary Action: Removal

0

0

0

0

2

0

0

0

Pay including overtime

29

0

3

0

1

0

0

0

0

0

0

0

0

**Total Number Findings**

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Disciplinary Action: Reprimand\*\*

0

0

0

0

0

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0

33

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0

0

Disciplinary Action: Suspension

0

0

0

0

0

0

0

Perf. Eval. / Appraisal

0

0

Harassment: Non-Sexual

17

25

0

0

0

0

0

0

0

0

0

0

0

14

0

0

0

0

Medical Examination

0

0

0

1

0

0

0

0

0

0

0

0

0

1

0

0

0

0

0

0

Assignment of Duties\*

0

0

Duty Hours\*

0

0

0

0

1

0

0

0

0

Promotion/Non-Selection

0

6

0

0

0

0

0

Reassignment: Directed

Disciplinary Action: Demotion

0

0

0

0

0

0

0

0

0

0

0

Harassment: Sexual

0

0

0

0

4

0

0

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0

0

Examination/Test

4

0

0

0

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0

0

0

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0

0

0

2

0

0

Disciplinary Action: Other 2\*\*

0

0

0

0

0

Reassignment: Denied/Directed

0

0

0

0

0

0

0

50

Awards

0

0

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2

7

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Appointment/Hire

0

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67

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3

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1

17

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1

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0

Termination

0

Training

0

0

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2

25

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0

Religious Accommodation

0

0

0

0

0

50

0

Telework

0

14

0

0

57

0

0

0

0

1

0

Retirement\*

0

Sex-Stereotyping

0

0

0

0

0

Reinstatement\*

0

0

17

2

0

0

0

0

25

0

0

Terms/Conditions of Employment\*

0

50

1

0

0

0

50

0

Reasonable Accommodation

25

0

0

1

1

0

2

0

Time and Attendance

0

0

0

**Part 8 Finding of Discrimination by Issue**

Other Terms/Conditions of Employment\*

0

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Other Disciplinary Actions\*\*

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**FY  
2020  
count**

**FY  
2020  
%**

**FY  
2021  
count**

**FY  
2021  
%**

**FY  
2022  
count**

**FY  
2022  
%**

**FY  
2023  
count**

**FY  
2023  
%**

**FY  
2024  
count**

**FY  
2024  
%**

**FY 2025  
count  
(thru  
06-30)**

**FY 2025  
%  
(thru  
06-30)**

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**Part 8 Finding of Discrimination by Issue (with Hearing)**

Conversion to Full Time/Perm

Disciplinary Action: Removal

Pay including overtime

**Findings After Hearing**

Disciplinary Action: Reprimand\*\*

Disciplinary Action: Suspension

Perf. Eval. / Appraisal

Harassment: Non-Sexual

Medical Examination

Assignment of Duties\*

Duty Hours\*

Promotion/Non-Selection

Reassignment: Directed

Disciplinary Action: Demotion

Harassment: Sexual

Examination/Test

Disciplinary Action: Other 2\*\*

Reassignment: Denied/Directed

Awards

Appointment/Hire

Termination

Training

Religious Accommodation

Telework

Retirement\*

Sex-Stereotyping

Reinstatement\*

Terms/Conditions of Employment\*

Reasonable Accommodation

Time and Attendance

Other Terms/Conditions of Employment\*

Other Disciplinary Actions\*\*

**FY  
2020  
count**

**FY  
2020  
%**

**FY  
2021  
count**

**FY  
2021  
%**

**FY  
2022  
count**

**FY  
2022  
%**

**FY  
2023  
count**

**FY  
2023  
%**

**FY  
2024  
count**

**FY  
2024  
%**

**FY 2025  
count  
(thru  
06-30)**

**FY 2025  
%  
(thru  
06-30)**

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Conversion to Full Time/Perm

Disciplinary Action: Removal

Pay including overtime

**Findings Without Hearing**

Disciplinary Action: Reprimand\*\*

Disciplinary Action: Suspension

Perf. Eval. / Appraisal

Harassment: Non-Sexual

Medical Examination

Assignment of Duties\*

Duty Hours\*

Promotion/Non-Selection

Reassignment: Directed

Disciplinary Action: Demotion

Harassment: Sexual

Examination/Test

Disciplinary Action: Other 2\*\*

Reassignment: Denied/Directed

Awards

Appointment/Hire

Termination

Training

Religious Accommodation

Telework

Retirement\*

Sex-Stereotyping

Reinstatement\*

Terms/Conditions of Employment\*

Reasonable Accommodation

Time and Attendance

Other Terms/Conditions of Employment\*

Other Disciplinary Actions\*\*

**Part 8 Finding of Discrimination by Issue (without Hearing)**

**FY  
2020  
count**

**FY  
2020  
%**

**FY  
2021  
count**

**FY  
2021  
%**

**FY  
2022  
count**

**FY  
2022  
%**

**FY  
2023  
count**

**FY  
2023  
%**

**FY  
2024  
count**

**FY  
2024  
%**

**FY 2025  
count  
(thru  
06-30)**

**FY 2025  
%  
(thru  
06-30)**

**Part 9 Complaints Pending from Previous FY By Status**

Total complaints from previous Fiscal Years

204

118

83

101

124

185

Total Complainants

169

113

88

80

111

188

Complaints Pending Investigation

0

0

0

1

3

7

ROI issued, pending Complainant's

0

0

0

3

2

9

Complaints Pending in Hearing

170

118

87

56

83

143

Complaints Pending Final Agency

15

6

15

10

14

32

Complaints Pending Appeal with EEOC Office of Federal Operations

1025

1018

1012

67

87

111

**FY 2020**

**FY 2021**

**FY 2025 (thru  
06-30)**

**FY 2022**

**FY 2023**

**FY 2024**

**Part 10 Complaint Investigations**

Pending Complaints Where Investigations Exceed Required Time

0

0

4

0

0

0

**FY 2020**

**FY 2021**

**FY 2025 (thru  
06-30)**

**FY 2022**

**FY 2023**

**FY 2024**