

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Internal Revenue Service (IRS)

For 4th Quarter 2025 for period ending September 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" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	221	221	279	371	424	400
Number of Complainants	207	204	253	337	384	357
Repeat Filers	9	16	21	29	32	33

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	85	97	106	118	123	86
Color	28	36	37	53	46	29
Religion	13	13	27	20	17	18
Reprisal	122	134	166	212	224	168
Sex	65	59	83	117	130	76
PDA	0	0	4	5	4	8
National Origin	30	21	19	28	29	34
Equal Pay Act	0	0	1	0	0	0
Age	61	64	68	91	112	76
Disability	101	92	127	207	199	226
Genetics	2	2	6	1	2	1
Non-EEO	12	16	33	27	15	13

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
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	1	0	0	0	0	0
Disciplinary Action: Demotion	1	4	2	3	1	0
Disciplinary Action: Reprimand**	14	5	0	0	0	0
Disciplinary Action: Suspension	7	15	6	16	6	4
Disciplinary Action: Removal	7	1	0	4	3	2
Disciplinary Action: Other Disciplinary Actions**	0	0	0	20	18	11
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	2	1	0	0	0	0
Perf. Eval./ Appraisal	34	46	41	55	67	53
Examination/Test	1	0	0	0	1	0
Harassment: Non-Sexual	83	89	98	165	184	138
Harassment: Sexual	3	2	0	4	8	6
Medical Examination	0	0	1	1	0	0
Pay including overtime	10	11	10	10	10	6
Promotion/Non-Selection	41	32	28	37	45	30
Reassignment: Denied/Directed	1	2	3	2	3	0
Reassignment: Directed	4	2	3	2	8	4
Reasonable Accommodation	35	26	42	98	92	130
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	3	3	1	4
Retirement*	3	3	0	0	0	0
Sex-Stereotyping	0	1	0	0	3	0
Telework	4	3	3	12	27	15
Termination	19	21	25	48	46	45
Terms/Conditions of Employment*	29	38	0	0	0	0
Time and Attendance	36	43	54	65	79	41
Training	4	9	3	6	18	12
Other Terms/Conditions of Employment*	0	0	0	110	126	61

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	160.82	157.64	154.74	162.4	180.33	187.90
Average days in Final Action for all cases pending during FY	40.1	28.85	35.77	39.18	44.14	43.96
Average days in Investigation with	168.37	160.83	156.98	163.1	184.64	192.81
Average days in Final Action with	38.86	22.39	27.64	41.99	28.91	38.56
Average Days in Investigation without Hearing	157.83	146.97	157.49	167.56	178.61	187.96
Average Days in Final Action without Hearing	42.36	41.33	45.02	49.01	52.49	47.96

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by	30	28	51	42	53	63
Average Days Pending Prior to Dismissal	36.27	38.96	24.24	24.9	31.6	32.17
Total Complaints Withdrawn by Complainants	24	27	17	24	19	63

Part 6 Total Final Agency Actions Finding Discrimination												
	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 09-30)	FY 2025 % (thru 09-30)
Total Number	4		2		6		4		7		6	
Findings Without Hearing	3	75	1	50	5	83	4	100	7	100	4	67
Findigs With	1	25	1	50	1	17	0	0	0	0	2	33

Part 7 Finding of Discrimination by Basis

	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 09- 30)	FY 2025 % (thru 09- 30)
Total Number Findings	4		2		6		4		7		6	
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	3	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	100.0	3	50.00	4	100.0	5	71.43	4	66.67
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

Part 7 Finding of Discrimination by Basis (with 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 09-30)	FY 2025 % (thru 09-30)
Findings After Hearing	1		1		1		0		0		2	
Race	1	100.0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	100.0	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	100.0	1	100.0	0	0.00	0	0.00	2	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	100.0	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	100.0	0	0.00	0	0.00	0	0.00	1	50.00
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

Part 7 Finding of Discrimination by Basis (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 09-30)	FY 2025 % (thru 09-30)
Finding Without Hearing	3		1		5		4		7		4	
Race	1	33.33	1	100.0	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	1	25.00
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	100.0	3	60.00	4	100.0	5	71.43	3	75.00
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

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total complaints from previous Fiscal Years	185	124	101	83	118	156
Total Complainants	169	113	88	80	111	143
Complaints Pending Investigation	0	0	0	1	3	3
ROI issued, pending Complainant's	0	0	0	3	2	0
Complaints Pending in Hearing	170	118	87	56	83	115
Complaints Pending Final Agency	15	6	15	10	14	22
Complaints Pending Appeal with EEOC Office of Federal Operations	1025	1018	1012	67	87	95

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time	0	0	0	4	0	0