

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Internal Revenue Service (IRS)

For 4th Quarter 2021 for period ending September 30, 2021

| Complaint Activity         | Comparative Data          |      |      |      |      |                 |
|----------------------------|---------------------------|------|------|------|------|-----------------|
|                            | Previous Fiscal Year Data |      |      |      |      | 2021 Thru 09-30 |
|                            | 2016                      | 2017 | 2018 | 2019 | 2020 |                 |
| Number of Complaints Filed | 281                       | 237  | 303  | 264  | 221  | 221             |
| Number of Complainants     | 256                       | 220  | 280  | 241  | 207  | 204             |
| Repeat Filers              | 19                        | 15   | 22   | 21   | 9    | 16              |

  

| Complaints by Basis  | Comparative Data          |      |      |      |      |                 |
|--|---------------------------|------|------|------|------|-----------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2021 Thru 09-30 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2016                      | 2017 | 2018 | 2019 | 2020 |                 |
| Race   | 107                       | 97   | 94   | 92   | 85   | 97              |
| Color  | 34                        | 29   | 19   | 23   | 28   | 36              |
| Religion   | 12                        | 20   | 12   | 8    | 13   | 13              |
| Reprisal   | 171                       | 126  | 152  | 137  | 122  | 134             |
| Sex  | 102                       | 77   | 81   | 85   | 65   | 59              |
| PDA  | 2                         | 0    | 1    | 0    | 0    | 0               |
| National Origin  | 29                        | 18   | 31   | 34   | 30   | 21              |

|  |                                  |             |             |             |             |                                |
|--|----------------------------------|-------------|-------------|-------------|-------------|--------------------------------|
| Equal Pay Act  | 0                                | 1           | 1           | 0           | 0           | 0                              |
| Age  | 78                               | 68          | 64          | 60          | 61          | 64                             |
| Disability   | 114                              | 98          | 126         | 101         | 101         | 92                             |
| Genetics   | 0                                | 1           | 0           | 0           | 2           | 2                              |
| Non-EEO  | 20                               | 12          | 18          | 17          | 12          | 16                             |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                                |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021<br/>Thru<br/>09-30</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                                |
| Appointment/Hire   | 14                               | 16          | 6           | 14          | 11          | 5                              |
| Assignment of Duties   | 35                               | 45          | 54          | 26          | 12          | 20                             |
| Awards   | 5                                | 9           | 5           | 3           | 5           | 2                              |
| Conversion to Full Time/Perm Status  | 1                                | 1           | 0           | 1           | 1           | 0                              |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                                |
| Demotion   | 3                                | 4           | 6           | 0           | 1           | 4                              |
| Reprimand  | 13                               | 9           | 12          | 13          | 14          | 5                              |
| Suspension   | 18                               | 14          | 18          | 11          | 7           | 15                             |
| Removal  | 5                                | 3           | 2           | 2           | 7           | 1                              |
| Other (DO NOT USE)   | 10                               | 16          | 14          | 10          | 0           | 0                              |
| Duty Hours   | 10                               | 9           | 16          | 11          | 2           | 1                              |
| Perf. Eval./ Appraisal   | 70                               | 51          | 71          | 50          | 34          | 46                             |
| Examination/Test   | 0                                | 1           | 0           | 0           | 1           | 0                              |
| <b>Harassment</b>  |                                  |             |             |             |             |                                |
| Non-Sexual   | 136                              | 96          | 126         | 106         | 83          | 89                             |
| Sexual   | 5                                | 5           | 9           | 8           | 3           | 2                              |
| Medical Examination  | 0                                | 4           | 2           | 0           | 0           | 0                              |
| Pay including overtime   | 3                                | 10          | 9           | 6           | 10          | 11                             |
| Promotion/Non-Selection  | 40                               | 45          | 43          | 37          | 41          | 32                             |

| <b>Reassignment</b>  |                           |        |        |        |        |                    |
|--|---------------------------|--------|--------|--------|--------|--------------------|
| Denied   | 6                         | 5      | 3      | 3      | 1      | 2                  |
| Directed   | 10                        | 4      | 9      | 7      | 4      | 2                  |
| Reasonable Accommodation Disability                              | 46                        | 33     | 53     | 46     | 35     | 26                 |
| Reinstatement  | 2                         | 1      | 0      | 0      | 0      | 0                  |
| Religious Accommodation  | 1                         | 0      | 1      | 0      | 0      | 0                  |
| Retirement   | 4                         | 2      | 3      | 2      | 3      | 3                  |
| Sex-Stereotyping   | 4                         | 3      | 1      | 1      | 0      | 1                  |
| Telework   | 6                         | 3      | 7      | 14     | 4      | 3                  |
| Termination  | 16                        | 21     | 30     | 17     | 19     | 21                 |
| Terms/Conditions of Employment                                   | 46                        | 41     | 54     | 40     | 29     | 38                 |
| Time and Attendance  | 55                        | 48     | 49     | 46     | 36     | 43                 |
| Training   | 13                        | 11     | 18     | 4      | 4      | 9                  |
| <b>Other</b>   |                           |        |        |        |        |                    |
| Equal Pay Act (DO NOT USE)                                       | 1                         | 1      | 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                  |
| Processing Time  | Comparative Data          |        |        |        |        |                    |
|  | Previous Fiscal Year Data |        |        |        |        | 2021 Thru<br>09-30 |
|  | 2016                      | 2017   | 2018   | 2019   | 2020   |                    |
| Complaints pending during fiscal year                            |                           |        |        |        |        |                    |
| Average number of days in investigation                          | 205.16                    | 184.86 | 166.73 | 170.89 | 160.82 | 157.64             |
| Average number of days in final action                           | 39.17                     | 33.49  | 37.25  | 34.03  | 40.10  | 28.85              |
| Complaint pending during fiscal year where hearing was requested |                           |        |        |        |        |                    |
| Average number of days in investigation                          | 215.47                    | 189.93 | 166.66 | 175.22 | 168.37 | 160.83             |

|   |                                  |             |             |             |             |        |    |     |   |    |                        |    |
|---|----------------------------------|-------------|-------------|-------------|-------------|--------|----|-----|---|----|------------------------|----|
| Average number of days in final action  | 32.42                            | 25.04       | 30.25       | 31.59       | 38.86       | 22.39  |    |     |   |    |                        |    |
| Complaint pending during fiscal year where hearing was not requested  |                                  |             |             |             |             |        |    |     |   |    |                        |    |
| Average number of days in investigation   | 199.84                           | 182.87      | 171.34      | 170.63      | 157.83      | 146.97 |    |     |   |    |                        |    |
| Average number of days in final action  | 47.61                            | 45.15       | 48.62       | 39.91       | 42.36       | 41.33  |    |     |   |    |                        |    |
| <b>Complaints Dismissed by Agency</b>   | <b>Comparative Data</b>          |             |             |             |             |        |    |     |   |    |                        |    |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |        |    |     |   |    | <b>2021 Thru 09-30</b> |    |
|   | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |        |    |     |   |    |                        |    |
| Total Complaints Dismissed by Agency  | 38                               | 30          | 35          | 29          | 30          |        |    |     |   |    | 28                     |    |
| Average days pending prior to dismissal   | 22.03                            | 47.9        | 162         | 28.07       | 36.27       |        |    |     |   |    | 38.96                  |    |
| <b>Complaints Withdrawn by Complainants</b>   |                                  |             |             |             |             |        |    |     |   |    |                        |    |
| Total Complaints Withdrawn by Complainants  | 24                               | 9           | 20          | 17          | 24          |        |    |     |   |    | 27                     |    |
| <b>Total Final Agency Actions Finding Discrimination</b>  | <b>Comparative Data</b>          |             |             |             |             |        |    |     |   |    |                        |    |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |        |    |     |   |    | <b>2021 Thru 09-30</b> |    |
|   | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |        |    |     |   |    |                        |    |
|   | #                                | %           | #           | %           | #           | %      | #  | %   | # | %  | #                      | %  |
| Total Number Findings   | 6                                |             | 10          |             | 5           |        | 10 |     | 4 |    | 2                      |    |
| Without Hearing   | 5                                | 83          | 9           | 90          | 4           | 80     | 0  | 0   | 3 | 75 | 1                      | 50 |
| With Hearing  | 1                                | 17          | 1           | 10          | 1           | 20     | 10 | 100 | 1 | 25 | 1                      | 50 |
| <b>Findings of Discrimination Rendered by Basis</b>   | <b>Comparative Data</b>          |             |             |             |             |        |    |     |   |    |                        |    |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |        |    |     |   |    | <b>2021 Thru 09-30</b> |    |
|   | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</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>  | 6                                |             | 6           |             | 4           |        | 10 |     | 4 |    | 2                      |    |
| Race  | 0                                | 0           | 0           | 0           | 0           | 0      | 7  | 70  | 2 | 50 | 1                      | 50 |

|                                 |   |     |   |     |   |     |    |    |   |     |   |     |
|---------------------------------|---|-----|---|-----|---|-----|----|----|---|-----|---|-----|
| Color                           | 0 | 0   | 0 | 0   | 0 | 0   | 2  | 20 | 2 | 50  | 0 | 0   |
| Religion                        | 1 | 17  | 0 | 0   | 0 | 0   | 0  | 0  | 0 | 0   | 0 | 0   |
| Reprisal                        | 1 | 17  | 3 | 50  | 1 | 25  | 6  | 60 | 1 | 25  | 1 | 50  |
| Sex                             | 2 | 33  | 2 | 33  | 0 | 0   | 2  | 20 | 1 | 25  | 0 | 0   |
| PDA                             | 0 | 0   | 1 | 17  | 0 | 0   | 0  | 0  | 0 | 0   | 0 | 0   |
| National Origin                 | 1 | 17  | 0 | 0   | 0 | 0   | 0  | 0  | 2 | 50  | 0 | 0   |
| Equal Pay Act                   | 0 | 0   | 0 | 0   | 0 | 0   | 0  | 0  | 0 | 0   | 0 | 0   |
| Age                             | 0 | 0   | 0 | 0   | 0 | 0   | 3  | 30 | 0 | 0   | 0 | 0   |
| Disability                      | 3 | 50  | 5 | 83  | 3 | 75  | 4  | 40 | 2 | 50  | 2 | 100 |
| Genetics                        | 0 | 0   | 0 | 0   | 0 | 0   | 0  | 0  | 0 | 0   | 0 | 0   |
| Non-EEO                         | 0 | 0   | 0 | 0   | 0 | 0   | 0  | 0  | 1 | 25  | 0 | 0   |
| <b>Findings After Hearing</b>   |   |     |   |     |   |     |    |    |   |     |   |     |
| Race                            | 1 |     | 1 |     | 1 |     | 10 |    | 1 |     | 1 |     |
| Color                           | 0 | 0   | 0 | 0   | 0 | 0   | 7  | 70 | 1 | 100 | 0 | 0   |
| Religion                        | 0 | 0   | 0 | 0   | 0 | 0   | 0  | 0  | 0 | 0   | 0 | 0   |
| Reprisal                        | 0 | 0   | 1 | 100 | 1 | 100 | 6  | 60 | 0 | 0   | 1 | 100 |
| Sex                             | 0 | 0   | 0 | 0   | 0 | 0   | 2  | 20 | 0 | 0   | 0 | 0   |
| PDA                             | 0 | 0   | 0 | 0   | 0 | 0   | 0  | 0  | 0 | 0   | 0 | 0   |
| National Origin                 | 0 | 0   | 0 | 0   | 0 | 0   | 0  | 0  | 1 | 100 | 0 | 0   |
| Equal Pay Act                   | 0 | 0   | 0 | 0   | 0 | 0   | 0  | 0  | 0 | 0   | 0 | 0   |
| Age                             | 0 | 0   | 0 | 0   | 0 | 0   | 3  | 30 | 0 | 0   | 0 | 0   |
| Disability                      | 1 | 100 | 1 | 100 | 0 | 0   | 4  | 40 | 0 | 0   | 1 | 100 |
| Genetics                        | 0 | 0   | 0 | 0   | 0 | 0   | 0  | 0  | 0 | 0   | 0 | 0   |
| Non-EEO                         | 0 | 0   | 0 | 0   | 0 | 0   | 0  | 0  | 0 | 0   | 0 | 0   |
| <b>Findings Without Hearing</b> |   |     |   |     |   |     |    |    |   |     |   |     |
| Race                            | 5 |     | 5 |     | 3 |     | 0  |    | 3 |     | 1 |     |
| Color                           | 0 | 0   | 0 | 0   | 0 | 0   | 0  | 0  | 1 | 33  | 1 | 100 |

|   |                                  |          |             |          |             |          |             |          |             |          |                            |          |          |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------------|----------|----------|
| Color   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 1        | 33                         | 0        | 0        |
| Religion  | 1                                | 20       | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                          | 0        | 0        |
| Reprisal  | 1                                | 20       | 2           | 40       | 0           | 0        | 0           | 0        | 1           | 33       | 0                          | 0        | 0        |
| Sex   | 2                                | 40       | 2           | 40       | 0           | 0        | 0           | 0        | 1           | 33       | 0                          | 0        | 0        |
| PDA   | 0                                | 0        | 1           | 20       | 0           | 0        | 0           | 0        | 0           | 0        | 0                          | 0        | 0        |
| National Origin   | 1                                | 20       | 0           | 0        | 0           | 0        | 0           | 0        | 1           | 33       | 0                          | 0        | 0        |
| Equal Pay Act   | 0                                | 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        | 0        |
| Disability  | 2                                | 40       | 4           | 80       | 3           | 100      | 0           | 0        | 2           | 67       | 1                          | 100      | 0        |
| Genetics  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                          | 0        | 0        |
| Non-EEO   | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 1           | 33       | 0                          | 0        | 0        |
| <b>Findings of Discrimination<br/>Rendered by Issue</b> | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                            |          |          |
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2021 Thru<br/>09-30</b> |          |          |
|   | <b>2016</b>                      |          | <b>2017</b> |          | <b>2018</b> |          | <b>2019</b> |          | <b>2020</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>#</b> |
| <b>Total Number Findings</b>                            | 6                                |          | 6           |          | 4           |          | 10          |          | 4           |          | 2                          |          |          |
| Appointment/Hire  | 1                                | 17       | 0           | 0        | 0           | 0        | 1           | 10       | 0           | 0        | 0                          | 0        | 0        |
| Assignment of Duties                                    | 1                                | 17       | 0           | 0        | 0           | 0        | 1           | 10       | 0           | 0        | 0                          | 0        | 0        |
| Awards  | 0                                | 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        | 0        |
| <b>Disciplinary Action</b>                              |                                  |          |             |          |             |          |             |          |             |          |                            |          |          |
| Demotion  | 0                                | 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        | 0        |
| Suspension  | 0                                | 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        | 0        |
| Other (DO NOT USE)                                      | 0                                | 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        | 0        |
| Perf. Eval./ Appraisal                                  | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 10       | 1           | 25       | 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>2021 Thru 09-30</b> |
|   | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                        |
| Total complaints from previous Fiscal Years                         | 319                              | 300         | 277         | 234         | 185         | 124                    |
| Total Complainants  | 257                              | 249         | 241         | 221         | 169         | 113                    |
| <b>Number complaints pending</b>                                    |                                  |             |             |             |             |                        |
| Investigation   | 3                                | 0           | 0           | 0           | 0           | 0                      |
| ROI issued, pending Complainant's action                            | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Hearing   | 310                              | 294         | 274         | 209         | 170         | 118                    |
| Final Agency Action   | 10                               | 6           | 6           | 27          | 15          | 6                      |
| Appeal with EEOC Office of Federal Operations                       | 987                              | 1004        | 993         | 1025        | 1025        | 1018                   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |                        |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021 Thru 09-30</b> |
|   | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                        |
| Pending Complaints Where Investigations Exceed Required Time Frames | 5                                | 3           | 0           | 0           | 0           | 0                      |