**Equal Employment Opportunity Data Posted**

**Pursuant to the No FEAR Act:**

**Internal Revenue Service (IRS)**

**For 4th Quarter 2023 for period ending September 30, 2023**

**Comparative Data**

**Part 1 Complaint Activity**

**2023 Thru 09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

**Previous Fiscal Year Data**

Number of Complaints Filed

371

279

221

221

264

303

Number of Complainants

280

241

207

204

253

337

Repeat Filers

22

21

9

16

21

29

**Part 2 Complaints by Basis**

*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*

**Comparative Data**

**Previous Fiscal Year Data**

**2018**

**2019**

**2020**

**2021**

**2022**

**2023 Thru
09-30**

Color

19

23

28

36

37

53

Religion

12

8

13

13

27

20

Race

94

92

85

97

106

118

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

152

137

122

134

166

212

81

85

65

59

83

117

31

101

1

0

207

0

5

68

92

0

19

126

0

60

91

1

4

0

61

28

127

30

64

64

101

0

21

0

34

1

6

17

2

1

16

27

12

0

33

2

0

18

**Previous Fiscal Year Data**

Appointment/Hire

3

7

5

11

14

6

Assignment of Duties\*

54

26

12

20

0

0

Awards

5

3

5

2

0

4

Conversion to Full Time/Perm Status\*

0

1

1

0

0

0

**Disciplinary Action**

 Demotion

 Reprimand\*\*

 Suspension

 Removal

 Other Disciplinary Actions\*\*

 Other 2\*\*

6

0

1

4

2

3

12

13

14

5

0

0

18

11

7

15

6

16

2

2

7

1

0

4

0

0

0

0

0

0

Duty Hours\*

16

11

2

1

0

0

Perf. Eval./ Appraisal

71

50

34

46

41

55

Examination/Test

0

0

1

0

0

0

**Harassment**

 Non-Sexual

126

106

83

89

98

165

 Sexual

9

8

3

2

0

4

Medical Examination

2

0

0

0

1

1

Pay including overtime

9

6

10

11

10

10

Promotion/Non-Selection

43

37

41

32

28

37

**Reassignment**

 Reassignment: Denied/Directed

 Directed

3

9

3

7

1

4

2

2

3

3

2

2

Reasonable Accommodation Disability

Reinstatement\*

Religious Accommodation

53

0

1

46

0

0

35

0

0

26

0

0

42

0

3

98

0

3

Retirement\*

Sex-Stereotyping

Telework

3

1

7

2

1

14

3

0

4

3

1

3

0

0

3

0

0

12

Termination

Terms/Conditions of Employment\*

Time and Attendance

30

54

49

17

40

46

19

29

36

21

38

43

25

0

54

48

0

65

Training

18

4

4

9

3

6

 User Defined - Other 1\*

 User Defined - Other 2\*

0

0

0

0

0

0

0

0

0

0

0

0

 User Defined - Other 3\*

 User Defined - Other 4\*

0

0

0

0

0

0

0

0

0

0

0

0

**Comparative Data**

**Part 3 Complaints By Issue**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

***Note: 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.

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.***

Other Terms/Conditions of Employment\*

0

0

0

0

0

110

0

0

0

0

0

20

Complaints pending during fiscal year

Average number of days in investigation

166.73

170.89

160.82

157.64

154.74

162.40

Complaints pending during fiscal year where hearing was requested

163.10

Average number of days in investigation

34.03

40.1

28.85

39.18

37.25

35.77

Average number of days in final action

156.98

166.66

175.22

168.37

160.83

Complaints pending during fiscal year where hearing was not requested

Average number of days in final action

27.64

41.99

38.86

31.59

30.25

22.39

170.63

146.97

157.49

157.83

Average number of days in investigation

171.34

167.56

48.63

45.02

42.36

39.91

41.33

Average number of days in final action

49.01

**Part 4 Processing Time**

**2019**

**Previous Fiscal Year Data**

**2018**

**2023 Thru 09-30**

**2022**

**2021**

**2020**

**Comparative Data**

**Previous Fiscal Year Data**

Part 5 Complaints Dismissed by Agency

42

51

28

30

29

35

Average days pending prior to dismissal

162

28.07

36.27

38.96

24.24

24.90

Total Complaints Withdrawn by Complainants

20

17

24

27

17

24

**Complaints Withdrawn by Complainants**

**Part 5 Complaints Dismissed by Agency**

**2018**

**2021**

**2020**

**2022**

**2019**

**Comparative Data**

**2023 Thru 09-30**

Total Number Findings

4

6

2

4

10

5

Without Hearing

4

0

3

1

5

4

With Hearing

1

10

1

1

1

0

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

80

20

0

100

75

25

50

50

83

17

100

0

**Comparative Data**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

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

**Previous Fiscal Year Data**

Color

0

2

2

0

0

0

Religion

0

0

0

0

1

0

Race

0

7

2

1

0

0

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

1

6

1

1

2

2

0

2

1

0

1

0

0

2

0

0

4

0

0

1

2

0

0

3

0

3

0

0

0

0

0

0

3

2

0

0

4

0

0

0

0

0

0

0

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0

0

1

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0

0.00

50.00

0.00

0.00

0.00

0.00

100.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

25.00

75.00

0.00

0.00

0.00

0.00

30.00

20.00

20.00

0.00

0.00

0.00

60.00

40.00

70.00

0.00

25.00

0.00

0.00

25.00

50.00

0.00

0.00

0.00

25.00

50.00

50.00

50.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

50.00

100.00

50.00

0.00

0.00

16.67

16.67

16.67

0.00

0.00

0.00

0.00

33.33

50.00

0.00

0.00

**Total Number Findings**

4

10

4

2

6

4

**Comparative Data**

**Part 7 Finding of Discrimination Rendered by Basis**

**Previous Fiscal Year Data**

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**2023 Thru
09-30**

**2018**

**2019**

**2020**

**2021**

**2022**

Religion

Reprisal

Disability

Sex

Age

Genetics

Equal Pay Act

Non-EEO

PDA

Race

National Origin

Color

Race

0

0

0

0.00

1

0

0

0

2

4

0

0

0

1

0

0

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0

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0.00

1

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0.00

0.00

0

7

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6

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2

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30.00

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100.00

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0.00

100.00

33.33

0.00

0.00

1

0

**Findings After Hearing**

1

1

1

10

3

4

**Finding Without Hearing**

5

3

1

0

Color

National Origin

Religion

Age

Equal Pay Act

Reprisal

PDA

Disability

Genetics

Non-EEO

Sex

0

0

0.00

0

0

0

0

0

0

1

1

0

3

1

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100.00

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50.00

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100.00

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0.00

0.00

0.00

33.33

33.33

33.33

66.67

0.00

0.00

0.00

33.33

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33.33

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100.00

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0

0

Conversion to Full Time/Perm Status\*

0

0

0

0

0

0

0

0

0

0

17

0

40

0

1

0

0

0

0

0

25

0

0

0

0

0

Disciplinary Action

0

0

0

Removal

0

0

0

2

0

0

0

0

Pay including overtime

0

0

4

0

0

0

0

0

0

0

0

0

0

**Total Number Findings**

0

0

0

0

0

0

1

0

0

0

0

0

0

0

0

Reprimand\*\*

0

0

0

0

0

50

0

0

0

0

0

0

0

0

Suspension

0

0

10

1

0

0

0

Perf. Eval. / Appraisal

Reassignment

0

0

Non-Sexual

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Medical Examination

0

0

0

0

10

0

17

0

0

0

10

0

0

1

0

50

0

0

0

0

Assignment of Duties\*

0

0

Duty Hours\*

0

0

0

0

0

0

0

0

0

Promotion/Non-Selection

0

4

0

0

0

0

0

Directed

Demotion

0

0

0

0

0

0

0

0

Harassment

0

0

0

Sexual

0

0

5

0

4

0

4

1

0

0

Examination/Test

2

0

0

0

0

0

0

0

0

0

0

0

0

0

1

0

0

Other 2\*\*

0

0

0

0

0

Reassignment: Denied/Directed

0

0

0

0

0

0

0

25

Awards

0

0

0

0

1

0

0

0

10

6

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Appointment/Hire

0

0

0

0

0

0

0

50

0

0

0

1

User Defined - Other 2\*

0

0

0

0

0

0

0

0

1

0

0

0

0

0

0

User Defined - Other 3\*

0

0

0

25

0

0

0

0

0

0

1

0

0

0

Termination

0

Training

0

0

0

0

0

2

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

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0

0

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0

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0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

3

25

0

0

10

0

50

0

0

0

0

0

50

0

0

User Defined - Other 4\*

0

0

Religious Accommodation

0

0

0

0

0

0

50

0

Telework

0

17

0

0

50

0

0

0

0

0

0

1

0

Retirement\*

0

Sex-Stereotyping

0

0

1

0

0

0

0

25

Reinstatement\*

0

0

0

0

0

0

0

0

1

50

0

1

Terms/Conditions of Employment\*

0

0

10

User Defined - Other 1\*

2

0

0

0

25

0

1

Reasonable Accommodation Disability

0

0

0

0

17

0

1

0

0

1

2

Time and Attendance

0

0

0

0

0

0

0

**Previous Fiscal Year Data**

#

%

%

%

**2021**

**2019**

%

**Comparative Data**

**2022**

**2020**

#

**2023 Thru 09-30**

**2018**

%

#

#

%

#

**Part 8 Finding of Discrimination Rendered by Issue**

#

Other Terms/Conditions of Employment\*

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

***Starting in FY2022, issues marked with:
\* are reported under Other Terms / Conditions of Employment.
\*\* are reported under Other Disciplinary Actions.

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.***

0

0

Awards

1

0

0

1

0

0

0

0

10

0

0

0

**Findings After Hearing**

0

0

0

1

0

0

Assignment of Duties\*

0

1

Appointment/Hire

0

0

0

0

0

0

0

0

0

0

0

10

Conversion to Full Time/Perm Status\*

0

0

0

0

0

0

0

0

0

0

0

0

0

1

0

10

0

1

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

0

0

Disciplinary Action

0

0

0

0

0

0

0

0

Reprimand\*\*

0

0

0

Demotion

0

0

0

0

0

0

1

0

0

0

0

0

0

0

0

Reinstatement\*

0

0

Removal

0

Medical Examination

0

Reasonable Accommodation Disability

0

0

0

0

0

1

0

0

0

0

0

0

0

0

0

Promotion/Non-Selection

0

0

0

Reassignment: Denied/Directed

0

0

Reassignment

Retirement\*

0

0

0

Directed

0

0

0

0

0

0

0

0

0

0

0

Non-Sexual

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Sexual

0

0

0

0

0

0

0

0

100

Religious Accommodation

0

0

0

0

0

0

0

0

0

0

10

0

0

0

0

0

0

0

0

0

0

0

10

0

100

0

0

0

0

0

0

0

0

Terms/Conditions of Employment\*

0

0

0

10

0

0

1

0

0

Perf. Eval. / Appraisal

0

0

Other 2\*\*

0

0

0

0

0

0

Telework

0

0

1

0

0

0

0

0

0

Duty Hours\*

0

0

0

0

0

0

0

0

0

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0

0

0

0

0

0

0

0

0

0

User Defined - Other 2\*

0

0

0

0

4

Pay including overtime

0

0

0

0

0

1

0

0

0

0

0

0

User Defined - Other 1\*

0

0

0

50

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

User Defined - Other 3\*

40

0

0

0

0

0

0

User Defined - Other 4\*

0

0

1

0

0

0

0

0

0

0

0

0

0

100

0

0

0

Harassment

0

0

0

0

0

100

0

0

Examination/Test

0

0

0

0

0

0

0

0

Training

0

0

0

0

0

Sex-Stereotyping

0

1

0

0

0

0

0

Time and Attendance

0

0

5

0

0

0

0

0

0

0

0

0

0

0

0

0

0

1

0

Termination

0

0

0

0

0

0

0

Other Terms/Conditions of Employment\*

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

0

1

0

0

0

0

0

Awards

0

0

0

0

0

Medical Examination

0

0

1

0

0

0

0

1

0

Harassment

33

0

Reassignment: Denied/Directed

0

0

0

0

0

0

Assignment of Duties\*

0

Retirement\*

0

0

0

0

0

Examination/Test

0

0

0

0

0

0

0

0

0

0

0

0

Disciplinary Action

0

0

Suspension

0

0

0

0

33

0

0

0

0

0

0

0

0

0

0

0

0

3

0

0

0

0

0

0

0

0

100

Non-Sexual

0

0

0

0

0

4

0

0

0

1

0

0

33

0

20

0

33

0

Termination

0

3

0

0

0

0

0

Reasonable Accommodation Disability

0

0

0

0

0

0

0

0

0

0

0

0

3

0

0

60

0

0

0

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Demotion

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Sex-Stereotyping

Other 2\*\*

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Reinstatement\*

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Time and Attendance

Conversion to Full Time/Perm Status\*

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User Defined - Other 2\*

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Religious Accommodation

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Terms/Conditions of Employment\*

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Perf. Eval. / Appraisal

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Training

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User Defined - Other 3\*

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User Defined - Other 1\*

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**Findings Without Hearing**

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Promotion/Non-Selection

Appointment/Hire

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Removal

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User Defined - Other 4\*

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Telework

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Other Terms/Conditions of Employment\*

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Other Disciplinary Actions\*\*

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**Comparative Data**

**Part 9 Complaints Pending from Previous Fiscal Years By Status**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

**Previous Fiscal Year Data**

Total complaints from previous Fiscal Years

83

101

124

185

234

277

Total Complainants

241

221

169

113

88

80

**Number complaints pending**

Investigation

0

0

0

0

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1

ROI issued, pending Complainant's action

0

0

0

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3

Hearing

274

209

170

118

87

56

Final Agency Action

6

27

15

6

15

10

Appeal with EEOC Office of Federal Operations

993

1025

1025

1018

1012

67

**Previous Fiscal Year Data**

Pending Complaints Where Investigations Exceed Required Time Frames

4

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**Comparative Data**

**Part 10 Complaint Investigations**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**