

**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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	303	264	221	221	279	371
Number of Complainants	280	241	207	204	253	337
Repeat Filers	22	21	9	16	21	29

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	94	92	85	97	106	118
Color	19	23	28	36	37	53
Religion	12	8	13	13	27	20
Reprisal	152	137	122	134	166	212
Sex	81	85	65	59	83	117
PDA	1	0	0	0	4	5
National Origin	31	34	30	21	19	28
Equal Pay Act	1	0	0	0	1	0
Age	64	60	61	64	68	91
Disability	126	101	101	92	127	207
Genetics	0	0	2	2	6	1
Non-EEO	18	17	12	16	33	27

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					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Appointment/Hire	6	14	11	5	7	3
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
<b>Disciplinary Action</b>						
Demotion	6	0	1	4	2	3
Reprimand**	12	13	14	5	0	0
Suspension	18	11	7	15	6	16
Removal	2	2	7	1	0	4
Other Disciplinary Actions**	0	0	0	0	0	20
Other 2**	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
<b>Harassment</b>						
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
<b>Reassignment</b>						
Reassignment: Denied/Directed	3	3	1	2	3	2
Directed	9	7	4	2	3	2
Reasonable Accommodation Disability	53	46	35	26	42	98
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	3	3
Retirement*	3	2	3	3	0	0
Sex-Stereotyping	1	1	0	1	0	0
Telework	7	14	4	3	3	12
Termination	30	17	19	21	25	48
Terms/Conditions of Employment*	54	40	29	38	0	0
Time and Attendance	49	46	36	43	54	65
Training	18	4	4	9	3	6
Other Terms/Conditions of Employment*	0	0	0	0	0	110
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					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	166.73	170.89	160.82	157.64	154.74	162.40
Average number of days in final action	37.25	34.03	40.1	28.85	35.77	39.18
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	166.66	175.22	168.37	160.83	156.98	163.10
Average number of days in final action	30.25	31.59	38.86	22.39	27.64	41.99
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	171.34	170.63	157.83	146.97	157.49	167.56
Average number of days in final action	48.63	39.91	42.36	41.33	45.02	49.01

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	35	29	30	28	51	42
Average days pending prior to dismissal	162	28.07	36.27	38.96	24.24	24.90
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	20	17	24	27	17	24

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		10		4		2		6		4	
Without Hearing	4	80	0	0	3	75	1	50	5	83	4	100
With Hearing	1	20	10	100	1	25	1	50	1	17	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	2018		2019		2020		2021		2022			
#	%	#	%	#	%	#	%	#	%	#	%	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
<b>Total Number Findings</b>	4		10		4		2		6		4	
Race	0	0.00	7	70.00	2	50.00	1	50.00	0	0.00	0	0.00
Color	0	0.00	2	20.00	2	50.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	0	0.00
Reprisal	1	25.00	6	60.00	1	25.00	1	50.00	2	33.33	2	50.00
Sex	0	0.00	2	20.00	1	25.00	0	0.00	1	16.67	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	2	50.00	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	3	30.00	0	0.00	0	0.00	1	16.67	0	0.00
Disability	3	75.00	4	40.00	2	50.00	2	100.00	3	50.00	4	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	1	25.00	0	0.00	0	0.00	0	0.00

<b>Findings After Hearing</b>	1		10		1		1		1		0	
Race	0	0.00	7	70.00	1	100.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	2	20.00	1	100.00	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	1	100.00	6	60.00	0	0.00	1	100.00	1	100.00	0	0.00
Sex	0	0.00	2	20.00	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	0	0.00	0	0.00	1	100.00	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	3	30.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	4	40.00	0	0.00	1	100.00	0	0.00	0	0.00
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
<b>Finding Without Hearing</b>												
	3		0		3		1		5		4	
Race	0	0.00	0	0.00	1	33.33	1	100.00	0	0.00	0	0.00

Color	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00
Reprisal	0	0.00	0	0.00	1	33.33	0	0.00	1	20.00	2	50.00
Sex	0	0.00	0	0.00	1	33.33	0	0.00	1	20.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	1	33.33	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	1	20.00	0	0.00
Disability	3	100.00	0	0.00	2	66.67	1	100.00	3	60.00	4	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	1	33.33	0	0.00	0	0.00	0	0.00





<b>Findings Without Hearing</b>	3		0		3		1		5		4	
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
<b>Disciplinary Action</b>												
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	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Sexual	0	0	0	0	0	0	0	0	1	20	0	0
Non-Sexual	0	0	0	0	1	33	0	0	0	0	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	0	0	0	0
<b>Reassignment</b>												
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	2	67	0	0	1	33	0	0	3	60	2	50
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	0	0	0	0	1	33	0	0	0	0	0	0
Termination	0	0	0	0	1	33	0	0	1	20	2	50
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	33	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	20	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					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	277	234	185	124	101	83
Total Complainants	241	221	169	113	88	80
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	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

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	4