

# Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Internal Revenue Service (IRS)

For 2nd Quarter 2026 for period ending March 31, 2026

**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 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Number of Complaints Filed	221	279	371	424	400	211
Number of Complainants	204	253	337	384	357	207
Repeat Filers	16	21	29	32	33	4

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Race	97	106	118	123	86	43
Color	36	37	53	46	29	12
Religion	13	27	20	17	18	10
Reprisal	134	166	212	224	168	77
Sex	59	83	117	130	76	37
PDA	0	4	5	4	8	0
National Origin	21	19	28	29	34	15
Equal Pay Act	0	1	0	0	0	0
Age	64	68	91	112	76	34
Disability	92	127	207	199	226	124
Genetics	2	6	1	2	1	0
Non-EEO	16	33	27	15	13	7

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Appointment/Hire	5	7	3	12	3	5
Assignment of Duties*	20	0	0	0	0	0
Awards	2	0	4	3	1	2
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	4	2	3	1	0	2
Disciplinary Action: Reprimand**	5	0	0	0	0	0
Disciplinary Action: Suspension	15	6	16	6	4	1
Disciplinary Action: Removal	1	0	4	3	2	0
Disciplinary Action: Other Disciplinary Actions**	0	0	20	18	11	4
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	0	0	0	0
Perf. Eval./ Appraisal	46	41	55	67	53	17
Examination/Test	0	0	0	1	0	0
Harassment: Non-Sexual	89	98	165	184	138	53
Harassment: Sexual	2	0	4	8	6	2
Medical Examination	0	1	1	0	0	0
Pay including overtime	11	10	10	10	6	1
Promotion/Non-Selection	32	28	37	45	30	3
Reassignment: Denied/Directed	2	3	2	3	0	1
Reassignment: Directed	2	3	2	8	4	3
Reasonable Accommodation	26	42	98	92	130	81
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	3	3	1	4	5
Retirement*	3	0	0	0	0	0
Sex-Stereotyping	1	0	0	3	0	0
Telework	3	3	12	27	15	4
Termination	21	25	48	46	45	24
Terms/Conditions of Employment*	38	0	0	0	0	0
Time and Attendance	43	54	65	79	41	15
Training	9	3	6	18	12	3
Other Terms/Conditions of Employment*	0	0	110	126	61	32

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Average days in Investigation for all cases pending during FY	157.64	154.74	162.4	180.33	187.9	192.15
Average days in Final Action for all cases pending during FY	28.85	35.77	39.18	44.14	43.96	37.98
Average days in Investigation with	160.83	156.98	163.1	184.64	192.81	189.65
Average days in Final Action with	22.39	27.64	41.99	28.91	38.56	33.46
Average Days in Investigation without Hearing	146.97	157.49	167.56	178.61	187.96	201.96
Average Days in Final Action without Hearing	41.33	45.02	49.01	52.49	47.96	41.36

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Total Complaints Dismissed by	28	51	42	53	63	34
Average Days Pending Prior to Dismissal	38.96	24.24	24.9	31.6	32.17	23.91
Total Complaints Withdrawn by Complainants	27	17	24	19	63	11

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 03-31)	FY 2026 % (thru 03-31)
Total Number	2		6		4		7		6		1	
Findings Without Hearing	1	50	5	83	4	100	7	100	4	67	1	100
Findings With	1	50	1	17	0	0	0	0	2	33	0	0











Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Total complaints from previous Fiscal Years	124	101	83	118	156	295
Total Complainants	113	88	80	111	143	280
Complaints Pending Investigation	0	0	1	3	3	70
ROI issued, pending Complainant's	0	0	3	2	0	18
Complaints Pending in Hearing	118	87	56	83	115	156
Complaints Pending Final Agency	6	15	10	14	22	33
Complaints Pending Appeal with EEOC Office of Federal Operations	1018	1012	67	87	95	107

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Pending Complaints Where Investigations Exceed Required Time	0	0	4	0	0	0