

Equal Employment Opportunity Data Posted Pursuant to the ECFEA Act (No Fear Act): Internal Revenue Service (IRS)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	237	303	264	221	221	68
Number of Complainants	220	280	241	207	204	67
Repeat Filers	15	22	21	9	16	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Race	97	94	92	85	97	21
Color	29	19	23	28	36	6
Religion	20	12	8	13	13	2
Reprisal	126	152	137	122	134	37
Sex	77	81	85	65	59	16
PDA	0	1	0	0	0	0
National Origin	18	31	34	30	21	4
Equal Pay Act	1	1	0	0	0	0

Age	68	64	60	61	64	12
Disability	98	126	101	101	92	31
Genetics	1	0	0	2	2	0
Non-EEO	12	18	17	12	16	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	16	6	14	11	5	1
Assignment of Duties	45	54	26	12	20	5
Awards	9	5	3	5	2	1
Conversion to Full Time/Perm Status	1	0	1	1	0	0
Disciplinary Action						
Demotion	4	6	0	1	4	0
Reprimand	9	12	13	14	5	1
Suspension	14	18	11	7	15	3
Removal	3	2	2	7	1	0
Other (DO NOT USE)	16	14	10	0	0	0
Duty Hours	9	16	11	2	1	1
Perf. Eval./ Appraisal	51	71	50	34	46	7
Examination/Test	1	0	0	1	0	0
Harassment						
Non-Sexual	96	126	106	83	89	23
Sexual	5	9	8	3	2	0
Medical Examination	4	2	0	0	0	0
Pay including overtime	10	9	6	10	11	2
Promotion/Non-Selection	45	43	37	41	32	5
Reassignment						

Denied	5	3	3	1	2	1
Directed	4	9	7	4	2	1
Reasonable Accommodation Disability	33	53	46	35	26	11
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	1	0	0	0	0
Retirement	2	3	2	3	3	1
Sex-Stereotyping	3	1	1	0	1	0
Telework	3	7	14	4	3	1
Termination	21	30	17	19	21	8
Terms/Conditions of Employment	41	54	40	29	38	8
Time and Attendance	48	49	46	36	43	13
Training	11	18	4	4	9	1
Other						
Equal Pay Act (DO NOT USE)	1	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	184.86	166.73	170.89	160.82	157.64	161.51
Average number of days in final action	33.49	37.25	34.03	40.10	28.85	32.19
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	189.93	166.66	175.22	168.37	160.83	169.11
Average number of days in final action	25.04	30.25	31.59	38.86	22.39	22.67

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	182.87	171.34	170.63	157.83	146.97	158.56						
Average number of days in final action	45.15	48.62	39.91	42.36	41.33	46.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 12-31	
	2017		2018		2019		2020		2021			
Total Complaints Dismissed by Agency	30	35	29	30	28	15						
Average days pending prior to dismissal	47.9	162	28.07	36.27	38.96	17.67						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	9	20	17	24	27	3						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 12-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10		5		10		4		2		3	
Without Hearing	9	90	4	80	0	0	3	75	1	50	2	67
With Hearing	1	10	1	20	10	100	1	25	1	50	1	33
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 12-31	
	2017		2018		2019		2020		2021			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		4		10		4		2		3	
Race	0	0	0	0	7	70	2	50	1	50	0	0
Color	0	0	0	0	2	20	2	50	0	0	0	0

Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	50	1	25	6	60	1	25	1	50	1	33
Sex	2	33	0	0	2	20	1	25	0	0	0	0
PDA	1	17	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	50	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	3	30	0	0	0	0	0	0
Disability	5	83	3	75	4	40	2	50	2	100	2	67
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	25	0	0	0	0
Findings After Hearing	1		1		10		1		1		1	
Race	0	0	0	0	7	70	1	100	0	0	0	0
Color	0	0	0	0	2	20	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	1	100	6	60	0	0	1	100	1	100
Sex	0	0	0	0	2	20	0	0	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	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	3	30	0	0	0	0	0	0
Disability	1	100	0	0	4	40	0	0	1	100	0	0
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
Findings Without Hearing	5		3		0		3		1		2	
Race	0	0	0	0	0	0	1	33	1	100	0	0
Color	0	0	0	0	0	0	1	33	0	0	0	0

Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	40	0	0	0	0	1	33	0	0	0	0
Sex	2	40	0	0	0	0	1	33	0	0	0	0
PDA	1	20	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	33	0	0	0	0
Equal Pay Act	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
Disability	4	80	3	100	0	0	2	67	1	100	2	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	33	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 12-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		4		10		4		2		3	
Appointment/Hire	0	0	0	0	1	10	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	10	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
Disciplinary Action												
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 (DO NOT USE)	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	1	10	1	25	0	0	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

Harassment												
Non-Sexual	2	33	1	25	4	40	2	50	0	0	0	0
Sexual	1	17	0	0	0	0	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	5	50	0	0	0	0	0	0
Reassignment												
Denied	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	4	67	2	50	1	10	1	25	1	50	2	67
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	0	0	1	25	0	0	0	0
Termination	1	17	0	0	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	1	17	0	0	1	10	0	0	0	0	0	0
Time and Attendance	0	0	1	25	0	0	0	0	1	50	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	33
Other - User Define												
Equal Pay Act (DO NOT USE)	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
Findings After Hearing	1		1		10		1		1		1	

Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	0	0	1	10	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act (DO NOT USE)	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
Findings Without Hearing	5		3		0		3		1		2	
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
Disciplinary Action												
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 (DO NOT USE)	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
Harassment												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	300	277	234	185	124	230
Total Complainants	249	241	221	169	113	202
Number complaints pending						
Investigation	0	0	0	0	0	38
ROI issued, pending Complainant's action	0	0	0	0	0	7
Hearing	294	274	209	170	118	162
Final Agency Action	6	6	27	15	6	18
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	3	0	0	0	0	0