

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Internal Revenue Service (IRS)

For 1st Quarter 2026 for period ending December 31, 2025

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 12-31)
Number of Complaints Filed	221	279	371	424	400	75
Number of Complainants	204	253	337	384	357	74
Repeat Filers	16	21	29	32	33	1

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	97	106	118	123	86	19
Color	36	37	53	46	29	3
Religion	13	27	20	17	18	5
Reprisal	134	166	212	224	168	27
Sex	59	83	117	130	76	15
PDA	0	4	5	4	8	0
National Origin	21	19	28	29	34	7
Equal Pay Act	0	1	0	0	0	0
Age	64	68	91	112	76	16
Disability	92	127	207	199	226	42
Genetics	2	6	1	2	1	0
Non-EEO	16	33	27	15	13	2

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	5	7	3	12	3	0
Assignment of Duties*	20	0	0	0	0	0
Awards	2	0	4	3	1	0
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	4	2	3	1	0	0
Disciplinary Action: Reprimand**	5	0	0	0	0	0
Disciplinary Action: Suspension	15	6	16	6	4	0
Disciplinary Action: Removal	1	0	4	3	2	0
Disciplinary Action: Other Disciplinary Actions**	0	0	20	18	11	0
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	1
Examination/Test	0	0	0	1	0	0
Harassment: Non-Sexual	89	98	165	184	138	19
Harassment: Sexual	2	0	4	8	6	1
Medical Examination	0	1	1	0	0	0
Pay including overtime	11	10	10	10	6	0
Promotion/Non-Selection	32	28	37	45	30	0
Reassignment: Denied/Directed	2	3	2	3	0	0
Reassignment: Directed	2	3	2	8	4	0
Reasonable Accommodation	26	42	98	92	130	29
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	3	3	1	4	4
Retirement*	3	0	0	0	0	0
Sex-Stereotyping	1	0	0	3	0	0
Telework	3	3	12	27	15	2
Termination	21	25	48	46	45	15
Terms/Conditions of Employment*	38	0	0	0	0	0
Time and Attendance	43	54	65	79	41	5
Training	9	3	6	18	12	1
Other Terms/Conditions of Employment*	0	0	110	126	61	9

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Average days in Investigation for all cases pending during FY	157.64	154.74	162.4	180.33	187.9	210.47
Average days in Final Action for all cases pending during FY	28.85	35.77	39.18	44.14	43.96	37.90
Average days in Investigation with	160.83	156.98	163.1	184.64	192.81	219.03
Average days in Final Action with	22.39	27.64	41.99	28.91	38.56	35.67
Average Days in Investigation without Hearing	146.97	157.49	167.56	178.61	187.96	203.84
Average Days in Final Action without Hearing	41.33	45.02	49.01	52.49	47.96	38.86

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total Complaints Dismissed by	28	51	42	53	63	15
Average Days Pending Prior to Dismissal	38.96	24.24	24.9	31.6	32.17	22.80
Total Complaints Withdrawn by Complainants	27	17	24	19	63	5

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 12-31)	FY 2026 % (thru 12-31)
Total Number	2		6		4		7		6		1	
Findings Without Hearing	1	50	5	83	4	100	7	100	4	67	1	100
Findigs With	1	50	1	17	0	0	0	0	2	33	0	0

Part 7 Finding of Discrimination by Basis

	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 12- 31)	FY 2026 % (thru 12- 31)
Total Number Findings	2		6		4		7		6		1	
Race	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	50.00	2	33.33	2	50.00	4	57.14	3	50.00	0	0.00
Sex	0	0.00	1	16.67	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	0	0.00	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	1	16.67	0	0.00	2	28.57	0	0.00	0	0.00
Disability	2	100.0	3	50.00	4	100.0	5	71.43	4	66.67	1	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	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	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 12- 31)	FY 2026 % (thru 12- 31)
Findings After Hearing	1		1		0		0		2		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	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	100.0	1	100.0	0	0.00	0	0.00	2	100.0	0	0.00
Sex	0	0.00	0	0.00	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	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	1	100.0	0	0.00	0	0.00	0	0.00	1	50.00	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

Part 7 Finding of Discrimination by Basis (without Hearing)

	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 12- 31)	FY 2026 % (thru 12- 31)
Finding Without Hearing	1		5		4		7		4		1	
Race	1	100.0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	20.00	2	50.00	4	57.14	1	25.00	0	0.00
Sex	0	0.00	1	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	0	0.00	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	1	20.00	0	0.00	2	28.57	0	0.00	0	0.00
Disability	1	100.0	3	60.00	4	100.0	5	71.43	3	75.00	1	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	0	0.00	0	0.00	0	0.00	0	0.00

Part 8 Finding of Discrimination by Issue

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total complaints from previous Fiscal Years	124	101	83	118	156	341
Total Complainants	113	88	80	111	143	316
Complaints Pending Investigation	0	0	1	3	3	119
ROI issued, pending Complainant's	0	0	3	2	0	13
Complaints Pending in Hearing	118	87	56	83	115	173
Complaints Pending Final Agency	6	15	10	14	22	17
Complaints Pending Appeal with EEOC Office of Federal Operations	1018	1012	67	87	95	105

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time	0	0	4	0	0	2