Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

Internal Revenue Service (IRS)

For 1st Quarter 2024 for period ending December 31, 2023

			Compar	ative Data			
Part 1 Complaint Activity		Pr	evious Fiscal Year Da	ta		2024 Thru 12-31	
	2019	2020 2021		2019 2020 2021 2022		2023	2024 Inru 12-31
Number of Complaints Filed	264	221	221	279	371	121	
Number of Complainants	241	207	204	253	337	120	
Repeat Filers	21	9	16	21	29	1	

David 2 Communication for David			Compara	ative Data		
Part 2 Complaints by Basis		Pi	revious Fiscal Year Da	ata		2024 7
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 Thru 12-31
Race	92	85	97	106	118	32
Color	23	28	36	37	53	11
Religion	8	13	13	27	20	8
Reprisal	137	122	134	166	212	65
Sex	85	65	59	83	117	39
PDA	0	0	0	4	5	1
National Origin	34	30	21	19	28	14
Equal Pay Act	0	0	0	1	0	0
Age	60	61	64	68	91	28
Disability	101	101	92	127	207	58
Genetics	0	2	2	6	1	0
Non-EEO	17	12	16	33	27	6

Part 3 Complaints By Issue			Compar	ative Data		
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.		Previ	ous Fiscal Yea	r Data		2024 Thru 12-31
Demety Directed and the second row has been deprecated for the current r r starting in r 2023.	2019	2020	2021	2022	2023	
Appointment/Hire	14	11	5	7	3	3
Assignment of Duties*	26	12	20	0	0	0
Awards	3	5	2	0	4	2
Conversion to Full Time/Perm Status*	1	1	0	0	0	0
Disciplinary Action		•		•		
Demotion	0	1	4	2	3	0
Reprimand**	13	14	5	0	0	0
Suspension	11	7	15	6	16	3
Removal	2	7	1	0	4	1
Other Disciplinary Actions**	0	0	0	0	20	4
Other 2**	0	0	0	0	0	0
Duty Hours*	11	2	1	0	0	0
Perf. Eval./ Appraisal	50	34	46	41	55	22
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	106	83	89	98	165	57
Sexual	8	3	2	0	4	1
Medical Examination	0	0	0	1	1	0
Pay including overtime	6	10	11	10	10	4
Promotion/Non-Selection	37	41	32	28	37	13
Reassignment	Γ	T	T	Γ	T	T
Reassignment: Denied/Directed	3	1	2	3	2	1
Directed	7	4	2	3	2	3
Reasonable Accommodation Disability	46	35	26	42	98	27
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	3	3	1
Retirement*	2	3	3	0	0	0
Sex-Stereotyping	1	0	1	0	0	0
Telework	14	4	3	3	12	8
Termination	17	19	21	25	48	10
Terms/Conditions of Employment*	40	29	38	0	0	0
Time and Attendance	46	36	43	54	65	26
Training	4	4	9	3	6	5
Other Terms/Conditions of Employment*	0	0	0	0	110	46
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

		Comparative Data										
Part 4 Processing Time		Р	revious Fiscal Year Da	ta		2024 Thurs 42, 24						
	2019	2020	2021	2022	2023	- 2024 Thru 12-31						
Complaints pending during fiscal year	•				•							
Average number of days in investigation	170.89	160.82	157.64	154.74	162.4	191.96						
Average number of days in final action	34.03	40.1	28.85	35.77	39.18	43.30						
Complaints pending during fiscal year where heari	ng was requested				•							
Average number of days in investigation	175.22	168.37	160.83	156.98	163.1	207.03						
Average number of days in final action	31.59	38.86	22.39	27.64	41.99	33.95						
Complaints pending during fiscal year where heari	ng was not requested											
Average number of days in investigation	170.63	157.83	157.83 146.97		167.56	187.67						
Average number of days in final action	39.91	42.36	41.33	45.02	49.01	50.00						

	Comparative Data												
Part 5 Complaints Dismissed by Agency		Prev	vious Fiscal Year I	Data									
	2019	2020	2021	2022	2023	2024 Thru 12-31							
Part 5 Complaints Dismissed by Agency	29	30	28	51	42	12							
Average days pending prior to dismissal	28.07	36.27	38.96	24.24	24.9	25.00							
(Complaints Withd	rawn by Complair	nants	•									
Total Complaints Withdrawn by Complainants	17	24	27	17	24	2							

	Comparative Data												
Part 6 Total Final Agency Actions Finding Discrimination			202	4 Thru									
	20	019	20)20	20	021	20)22	20)23	12-31		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	10		4		2		6		4		1		
Without Hearing	0	0	3	75	1	50	5	83	4	100	1	100	
With Hearing	10	100	1	25	1	50	1	17	0	0	0	0	

		Comparative Data											
		Pr	evious Fis	cal Year Da	ta				2024	l Thru			
20)19	20	2020)21	20	22	2()23	12	2-31		
#	%	#	%	#	%	#	%	#	%	#	%		
10		4		2		6		4		1			
7	70.00	2	50.00	1	50.00	0	0.00	0	0.00	0	0.00		
2	20.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00		
0	0.00	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00		
6	60.00	1	25.00	1	50.00	2	33.33	2	50.00	1	100.00		
2	20.00	1	25.00	0	0.00	1	16.67	0	0.00	0	0.00		
0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
0	0.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00		
0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
3	30.00	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00		
4	40.00	2	50.00	2	100.00	3	50.00	4	100.00	0	0.00		
0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00		
	# 10 7 2 0 6 2 0 0 0 0 3 4 0	10 10 7 70.00 2 20.00 0 0.00 6 60.00 2 20.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 3 30.00 4 40.00 0 0.00	# % # 10 4 7 70.00 2 2 20.00 2 0 0.00 0 6 60.00 1 2 20.00 2 0 0.00 0 6 60.00 1 2 20.00 1 0 0.00 0 0 0.00 0 10 0.00 0 10 0.00 2 0 0.00 2 0 0.00 2 0 0.00 2 0 0.00 2 0 0.00 2 0 0.00 2 0 0.00 2 0 0.00 2 0 0.00 0	# % # % 10 4 ////////////////////////////////////	# % # % # 10 4 2 10 4 2 7 70.00 2 50.00 1 2 20.00 2 50.00 0 0 0.00 0 0 0 6 60.00 1 25.00 1 2 20.00 1 25.00 1 6 60.00 1 25.00 0 6 60.00 1 25.00 0 0 0.00 0 0.00 0 0 0.00 2 50.00 0 0 0.00 0 0.00 0 3 30.00 0 0.00 0 4 40.00 2 50.00 2 0 0.00 0 0.00 0	# $%$ $#$ $%$ $#$ $%$ 1042 10 770.00250.00150.00220.00250.000 0.00 00.0000.000 0.00 00.00125.00150.00220.00125.000 0.00 660.00125.000 0.00 220.00125.000 0.00 00.000 0.00 0.00 0.00 00.000 0.00 0.00 0.00 0 0.00 0 0.00 0.00 0.00 330.000 0.00 2 50.00 24 40.00 2 50.00 2 100.00 0 0.00 0 0.00 0.00 0.00	* $%$ $*$ $%$ $*$ $%$ $*$ 10 4 2 6 7 70.00 2 50.00 1 50.00 0 2 20.00 2 50.00 0 0.00 0 0 0.00 2 50.00 0 0.00 0 10 20.00 2 50.00 0 0.00 0 10 0.00 0 0 0.00 0.00 0 0 10 0.00 1 25.00 1 50.00 2 10 0.00 1 25.00 0 0.00 1 10 0.00 0 0.00 0.00 0 0 10 0.00 2 50.00 0 0.00 0 0 13 30.00 0 0.00 0 0 0 1 1 4 40.00 2	* $%$ $#$ $%$ $#$ $%$ $#$ $%$ $#$ $%$ 10 4 2 6	$mathbf{M}$	$mathbf{H}$	100 100 100 100 100 100 100 1100 1100 1100 1100 1100 11000 11000 11000 11000 11000 11000 11000 11000 11000 11000 11000 11000 11000 110000		

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

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

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.

	Comparative Data												
				Previ	ous Fis	cal Yea	r Data				2024 Thru 12-31		
Part 8 Finding of Discrimination Rendered by Issue	20)19	20)20	20	21	20	22	20	23			
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	10		4		2		6		4		1		
Appointment/Hire	1	10	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties*	1	10	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 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	1	10	1	25	0	0	1	17	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment	•	•			•			•		•	•	•	
Sexual	0	0	0	0	0	0	1	17	0	0	0	0	
Non-Sexual	4	40	2	50	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	5	50	0	0	0	0	0	0	0	0	1	100	
Reassignment	•										4	ł	
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	1	10	1	25	1	50	3	50	2	50	0	0	
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	1	25	0	0	0	0	0	0	0	0	
Termination	0	0	1	25	0	0	1	17	2	50	0	0	
Terms/Conditions of Employment*	1	10	0	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	0	0	0	1	50	0	0	0	0	0	0	
Training	0	0	0	0	0	0	1	17	0	0	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	

Findings After Hearing	10		1		1		1		0		0	
Appointment/Hire	1	10	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	10	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 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	1	10	1	100	0	0	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment								•			•	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	4	40	1	100	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	5	50	0	0	0	0	0	0	0	0	0	0
Reassignment						•		•				
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	1	10	0	0	1	100	0	0	0	0	0	0
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	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	1	10	0	0	0	0	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 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

Findings Without Hearing	0		3		1		5		4		1	
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 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
Harassment					•							
Sexual	0	0	0	0	0	0	1	20	0	0	0	0
Non-Sexual	0	0	1	33	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	0	0	0	0	0	0	1	100
Reassignment										-		
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	0	0	1	33	0	0	3	60	2	50	0	0
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	1	33	0	0	0	0	0	0	0	0
Termination	0	0	1	33	0	0	1	20	2	50	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	20	0	0	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

	Comparative Data								
Part 9 Complaints Pending from Previous Fiscal Years By Status		Previ	ous Fiscal Yea	r Data		2024 Thru			
	2019 2020 2021 2022	2022	2023	12-31					
Total complaints from previous Fiscal Years	234	185	124	101	83	265			
Total Complainants	221	169	113	88	80	248			
Number complaints pending	·								
Investigation	0	0	0	0	1	73			
ROI issued, pending Complainant's action	0	0	0	0	3	35			
Hearing	209	170	118	87	56	130			
Final Agency Action	27	15	6	15	10	24			
Appeal with EEOC Office of Federal Operations	1025	1025	1018	1012	67	84			

	Comparative Data						
Part 10 Complaint Investigations	Previous Fiscal Year Data					2024 Thru	
	2019	2020	2021	2022	2023	12-31	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	4	6	