**Equal Employment Opportunity Data Posted**

**Pursuant to the ECFEA/No FEAR Act:**

**Internal Revenue Service (IRS)**

**For 1st Quarter 2025 for period ending December 31, 2024**

**Comparative Data**

**Part 1 Complaint Activity**

**2025 Thru 12-31**

**2024**

**2023**

**2022**

**2021**

**2020**

**Previous Fiscal Year Data**

Number of Complaints Filed

113

424

371

279

221

221

Number of Complainants

207

204

253

337

384

110

Repeat Filers

9

16

21

29

32

3

**Part 2 Complaints by Basis**

*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*

**Comparative Data**

**Previous Fiscal Year Data**

**2020**

**2021**

**2022**

**2023**

**2024**

**2025 Thru
12-31**

Color

28

36

37

53

46

15

Religion

13

13

27

20

17

3

Race

85

97

106

118

123

31

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

122

134

166

212

224

61

65

59

83

117

130

26

30

127

0

4

50

5

3

112

207

1

29

101

0

64

28

0

4

0

68

11

199

19

91

61

92

0

28

0

21

0

2

16

6

0

27

4

33

2

15

1

2

12

**Previous Fiscal Year Data**

Appointment/Hire

3

12

3

7

5

11

Assignment of Duties\*

12

20

0

0

0

0

Awards

5

2

0

4

3

1

Conversion to Full Time/Perm Status\*

1

0

0

0

0

0

**Disciplinary Action**

 Demotion

 Reprimand\*\*

 Suspension

 Removal

 Other Disciplinary Actions\*\*

 Other 2\*\*

1

4

2

3

1

0

14

5

0

0

0

0

7

15

6

16

6

1

7

1

0

4

3

0

0

0

0

0

0

0

Duty Hours\*

2

1

0

0

0

0

Perf. Eval./ Appraisal

34

46

41

55

67

18

Examination/Test

1

0

0

0

1

0

**Harassment**

 Non-Sexual

83

89

98

165

184

56

 Sexual

3

2

0

4

8

1

Medical Examination

0

0

1

1

0

0

Pay including overtime

10

11

10

10

10

1

Promotion/Non-Selection

41

32

28

37

45

16

**Reassignment**

 Reassignment: Denied/Directed

 Directed

1

4

2

2

3

3

2

2

3

8

0

2

Reasonable Accommodation Disability

Reinstatement\*

Religious Accommodation

35

0

0

26

0

0

42

0

3

98

0

3

92

0

1

27

0

0

Retirement\*

Sex-Stereotyping

Telework

3

0

4

3

1

3

0

0

3

0

0

12

0

3

27

0

0

3

Termination

Terms/Conditions of Employment\*

Time and Attendance

19

29

36

21

38

43

25

0

54

48

0

65

46

0

79

13

0

20

Training

4

9

3

6

18

4

 User Defined - Other 1\*

 User Defined - Other 2\*

0

0

0

0

0

0

0

0

0

0

0

0

 User Defined - Other 3\*

 User Defined - Other 4\*

0

0

0

0

0

0

0

0

0

0

0

0

**Comparative Data**

**Part 3 Complaints By Issue**

**2025 Thru
12-31**

**2024**

**2023**

**2022**

**2021**

**2020**

***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.***

Other Terms/Conditions of Employment\*

0

0

0

110

126

24

0

0

0

20

18

3

Complaints pending during fiscal year

Average number of days in investigation

160.82

157.64

154.74

162.4

180.33

195.94

Complaints pending during fiscal year where hearing was requested

204.59

Average number of days in investigation

28.85

35.77

39.18

44.29

40.1

44.14

Average number of days in final action

184.64

168.37

160.83

156.98

163.1

Complaints pending during fiscal year where hearing was not requested

Average number of days in final action

28.91

40.00

27.64

22.39

38.86

41.99

146.97

167.56

178.61

157.49

Average number of days in investigation

157.83

195.97

42.36

52.49

45.02

41.33

49.01

Average number of days in final action

50.14

**Part 4 Processing Time**

**2021**

**Previous Fiscal Year Data**

**2020**

**2025 Thru 12-31**

**2024**

**2023**

**2022**

**Comparative Data**

**Previous Fiscal Year Data**

Part 5 Complaints Dismissed by Agency

31

53

42

51

28

30

Average days pending prior to dismissal

36.27

38.96

24.24

24.9

31.6

36.58

Total Complaints Withdrawn by Complainants

24

27

17

24

19

6

**Complaints Withdrawn by Complainants**

**Part 5 Complaints Dismissed by Agency**

**2020**

**2023**

**2022**

**2024**

**2021**

**Comparative Data**

**2025 Thru 12-31**

Total Number Findings

2

7

4

6

2

4

Without Hearing

3

1

5

4

7

1

With Hearing

1

1

1

0

0

1

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

**#**

**%**

75

25

50

50

83

17

100

0

100

0

50

50

**Comparative Data**

**2025 Thru
12-31**

**2024**

**2023**

**2022**

**2021**

**2020**

**Part 6 Total Final Agency Actions Finding Discrimination**

**Previous Fiscal Year Data**

Color

2

0

0

0

0

0

Religion

0

0

1

0

0

0

Race

2

1

0

0

0

0

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

1

1

2

2

4

1

1

0

1

0

0

0

2

3

0

0

2

0

0

2

4

0

0

2

0

0

0

0

0

0

1

0

5

0

0

0

2

0

0

0

0

0

0

0

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0

0

0

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0

0

0

1

0.00

50.00

0.00

0.00

0.00

0.00

100.00

0.00

0.00

0.00

0.00

0.00

25.00

0.00

0.00

25.00

50.00

0.00

0.00

0.00

25.00

50.00

50.00

50.00

0.00

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0.00

0.00

0.00

50.00

100.00

50.00

0.00

0.00

16.67

16.67

16.67

0.00

0.00

0.00

0.00

33.33

50.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

0.00

50.00

100.00

0.00

0.00

0.00

0.00

28.57

0.00

0.00

0.00

0.00

0.00

57.14

71.43

0.00

0.00

**Total Number Findings**

4

2

6

4

7

2

**Comparative Data**

**Part 7 Finding of Discrimination Rendered by Basis**

**Previous Fiscal Year Data**

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

**#**

**%**

**#**

**%**

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**%**

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**%**

**#**

**%**

**#**

**%**

**2025 Thru
12-31**

**2020**

**2021**

**2022**

**2023**

**2024**

Religion

Reprisal

Disability

Sex

Age

Genetics

Equal Pay Act

Non-EEO

PDA

Race

National Origin

Color

Color

National Origin

Religion

Age

Equal Pay Act

Race

Reprisal

PDA

Disability

Genetics

Non-EEO

Sex

0

0

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2

1

1

5

4

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100.00

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1

3

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1

0.00

1

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4

0

0

2

1

1

0

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0

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1

0.00

1

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2

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100.00

100.00

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71.43

28.57

0.00

0.00

57.14

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100.00

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50.00

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20.00

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60.00

20.00

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100.00

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0.00

0.00

33.33

33.33

33.33

33.33

66.67

0.00

0.00

0.00

33.33

0.00

33.33

0.00

1

1

**Findings After Hearing**

0

1

0

1

3

1

**Finding Without Hearing**

7

5

4

1

0

0

0

0

0

0

Conversion to Full Time/Perm Status\*

0

0

0

0

0

0

1

0

0

0

14

0

0

0

1

0

0

0

0

0

17

0

0

0

0

0

Disciplinary Action

0

0

0

Removal

0

0

0

0

2

0

0

0

Pay including overtime

29

0

2

0

1

0

0

0

0

0

0

0

0

**Total Number Findings**

0

0

0

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

0

0

Suspension

0

0

0

0

0

0

0

Perf. Eval. / Appraisal

Reassignment

0

0

Non-Sexual

17

25

0

0

0

0

0

0

0

0

0

0

0

14

0

0

0

0

Medical Examination

0

0

0

0

0

0

0

0

0

0

0

0

0

1

0

0

0

0

0

0

Assignment of Duties\*

0

0

Duty Hours\*

0

0

0

0

1

0

0

0

0

Promotion/Non-Selection

0

6

0

0

0

0

0

Directed

Demotion

0

0

0

0

0

0

0

0

Harassment

0

0

0

Sexual

0

0

0

0

4

0

0

0

0

0

Examination/Test

4

0

0

0

0

0

0

0

0

0

0

0

0

0

2

0

0

Other 2\*\*

0

0

0

0

0

Reassignment: Denied/Directed

0

0

0

0

0

0

0

50

Awards

0

0

0

0

0

0

0

0

2

7

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Appointment/Hire

0

0

0

0

0

0

0

100

0

0

0

0

User Defined - Other 2\*

0

0

0

0

0

0

0

0

3

0

0

0

0

0

0

User Defined - Other 3\*

1

0

0

17

0

0

0

0

0

0

1

0

0

0

Termination

0

Training

0

0

0

0

0

2

25

0

0

0

0

1

0

0

0

0

0

0

0

0

0

0

1

50

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

50

0

0

4

50

0

0

0

1

0

0

0

0

0

0

0

0

0

User Defined - Other 4\*

0

0

Religious Accommodation

0

0

0

0

0

0

50

0

Telework

0

14

0

0

57

0

0

0

0

0

0

1

0

Retirement\*

0

Sex-Stereotyping

0

0

0

0

0

0

0

0

Reinstatement\*

0

0

17

2

0

0

0

0

0

25

0

0

Terms/Conditions of Employment\*

0

0

50

User Defined - Other 1\*

1

0

0

0

0

50

0

Reasonable Accommodation Disability

0

0

25

0

0

1

1

0

0

2

0

Time and Attendance

0

0

0

0

0

0

0

**Previous Fiscal Year Data**

#

%

%

%

**2023**

**2021**

%

**Comparative Data**

**2024**

**2022**

#

**2025 Thru 12-31**

**2020**

%

#

#

%

#

**Part 8 Finding of Discrimination Rendered by Issue**

#

Other Terms/Conditions of Employment\*

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

***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.***

0

0

Awards

0

0

0

0

0

0

0

0

1

0

0

0

**Findings After Hearing**

0

1

0

1

0

0

Assignment of Duties\*

0

0

Appointment/Hire

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

0

1

0

0

0

0

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

0

0

0

Disciplinary Action

0

0

0

0

0

0

0

0

Reprimand\*\*

0

0

0

Demotion

0

0

0

0

0

0

1

0

0

0

0

0

0

0

0

Reinstatement\*

0

0

Removal

0

Medical Examination

1

Reasonable Accommodation Disability

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Promotion/Non-Selection

0

0

0

Reassignment: Denied/Directed

0

0

Reassignment

Retirement\*

0

0

0

Directed

0

0

0

0

0

0

0

0

0

0

0

Non-Sexual

100

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Sexual

0

0

0

0

0

0

0

0

100

Religious Accommodation

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

100

0

0

0

0

0

0

0

0

Terms/Conditions of Employment\*

0

0

0

100

0

0

0

0

0

Perf. Eval. / Appraisal

0

0

Other 2\*\*

0

0

0

0

0

0

Telework

0

0

0

0

0

0

0

0

0

Duty Hours\*

0

0

0

0

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1

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100

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0

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0

0

0

0

0

0

0

0

0

0

User Defined - Other 2\*

0

0

0

0

0

Pay including overtime

0

0

0

0

0

0

0

0

0

0

0

0

User Defined - Other 1\*

0

0

0

0

0

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0

0

0

User Defined - Other 3\*

0

0

0

0

0

0

0

User Defined - Other 4\*

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

Harassment

0

0

0

0

0

0

100

0

Examination/Test

0

0

0

0

0

0

0

0

Training

0

0

0

0

0

Sex-Stereotyping

0

1

0

0

0

0

0

Time and Attendance

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

1

0

Termination

0

0

0

0

0

0

0

Other Terms/Conditions of Employment\*

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

0

0

0

0

0

0

0

Awards

0

0

0

0

0

Medical Examination

0

0

4

0

0

0

0

0

0

Harassment

20

0

Reassignment: Denied/Directed

0

2

0

0

0

0

Assignment of Duties\*

0

Retirement\*

0

0

0

0

0

Examination/Test

0

33

0

0

0

0

0

0

0

0

0

0

Disciplinary Action

0

0

Suspension

0

0

0

0

60

0

0

0

0

0

0

0

0

1

0

0

0

4

0

0

0

0

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0

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0

0

Non-Sexual

0

0

0

0

0

1

0

0

0

1

0

14

0

0

0

0

0

0

Termination

0

5

0

0

0

0

0

Reasonable Accommodation Disability

1

0

0

14

0

0

0

0

0

0

0

0

3

0

0

57

0

0

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Demotion

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Sexual

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Sex-Stereotyping

Other 2\*\*

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Reinstatement\*

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Time and Attendance

Conversion to Full Time/Perm Status\*

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User Defined - Other 2\*

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Reprimand\*\*

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Religious Accommodation

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Terms/Conditions of Employment\*

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Reassignment

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Perf. Eval. / Appraisal

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Training

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User Defined - Other 3\*

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0

User Defined - Other 1\*

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**Findings Without Hearing**

0

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Promotion/Non-Selection

Appointment/Hire

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Removal

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User Defined - Other 4\*

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Telework

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Other Terms/Conditions of Employment\*

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Other Disciplinary Actions\*\*

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**Comparative Data**

**Part 9 Complaints Pending from Previous Fiscal Years By Status**

**2025 Thru
12-31**

**2024**

**2023**

**2022**

**2021**

**2020**

**Previous Fiscal Year Data**

Total complaints from previous Fiscal Years

339

118

83

101

124

185

Total Complainants

169

113

88

80

111

303

**Number complaints pending**

Investigation

0

0

0

1

3

99

ROI issued, pending Complainant's action

0

0

0

3

2

20

Hearing

170

118

87

56

83

177

Final Agency Action

15

6

15

10

14

30

Appeal with EEOC Office of Federal Operations

1025

1018

1012

67

87

109

**Previous Fiscal Year Data**

Pending Complaints Where Investigations Exceed Required Time Frames

0

0

4

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**Comparative Data**

**Part 10 Complaint Investigations**

**2025 Thru
12-31**

**2024**

**2023**

**2022**

**2021**

**2020**