

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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	221	221	279	371	424	113
Number of Complainants	207	204	253	337	384	110
Repeat Filers	9	16	21	29	32	3

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	85	97	106	118	123	31
Color	28	36	37	53	46	15
Religion	13	13	27	20	17	3
Reprisal	122	134	166	212	224	61
Sex	65	59	83	117	130	26
PDA	0	0	4	5	4	3
National Origin	30	21	19	28	29	11
Equal Pay Act	0	0	1	0	0	0
Age	61	64	68	91	112	28
Disability	101	92	127	207	199	50
Genetics	2	2	6	1	2	0
Non-EEO	12	16	33	27	15	4

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Appointment/Hire	11	5	7	3	12	3
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	1	4	2	3	1	0
Reprimand**	14	5	0	0	0	0
Suspension	7	15	6	16	6	1
Removal	7	1	0	4	3	0
Other Disciplinary Actions**	0	0	0	20	18	3
Other 2**	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	1	2	3	2	3	0
Directed	4	2	3	2	8	2
Reasonable Accommodation Disability	35	26	42	98	92	27
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	3	3	1	0
Retirement*	3	3	0	0	0	0
Sex-Stereotyping	0	1	0	0	3	0
Telework	4	3	3	12	27	3
Termination	19	21	25	48	46	13
Terms/Conditions of Employment*	29	38	0	0	0	0
Time and Attendance	36	43	54	65	79	20
Training	4	9	3	6	18	4
Other Terms/Conditions of Employment*	0	0	0	110	126	24
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation	160.82	157.64	154.74	162.4	180.33	195.94
Average number of days in final action	40.1	28.85	35.77	39.18	44.14	44.29
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	168.37	160.83	156.98	163.1	184.64	204.59
Average number of days in final action	38.86	22.39	27.64	41.99	28.91	40.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	157.83	146.97	157.49	167.56	178.61	195.97
Average number of days in final action	42.36	41.33	45.02	49.01	52.49	50.14

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Part 5 Complaints Dismissed by Agency	30	28	51	42	53	31
Average days pending prior to dismissal	36.27	38.96	24.24	24.9	31.6	36.58
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	24	27	17	24	19	6

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 12-31	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		2		6		4		7		2	
Without Hearing	3	75	1	50	5	83	4	100	7	100	1	50
With Hearing	1	25	1	50	1	17	0	0	0	0	1	50

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 12-31	
	2020		2021		2022		2023		2024			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		2		6		4		7		2	
Race	2	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00
Reprisal	1	25.00	1	50.00	2	33.33	2	50.00	4	57.14	1	50.00
Sex	1	25.00	0	0.00	1	16.67	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	2	50.00	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	1	16.67	0	0.00	2	28.57	0	0.00
Disability	2	50.00	2	100.00	3	50.00	4	100.00	5	71.43	2	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings After Hearing	1		1		1		0		0		1	
Race	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	100.00	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	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00	1	100.00
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	1	100.00	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	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	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
Finding Without Hearing	3		1		5		4		7		1	
Race	1	33.33	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00
Reprisal	1	33.33	0	0.00	1	20.00	2	50.00	4	57.14	0	0.00
Sex	1	33.33	0	0.00	1	20.00	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	1	33.33	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	1	20.00	0	0.00	2	28.57	0	0.00
Disability	2	66.67	1	100.00	3	60.00	4	100.00	5	71.43	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings Without Hearing	3		1		5		4		7		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	1	14	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	1	20	0	0	0	0	0	0
Non-Sexual	1	33	0	0	0	0	0	0	2	29	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	1	14	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	33	0	0	3	60	2	50	4	57	1	100
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	1	33	0	0	0	0	0	0	0	0	0	0
Termination	1	33	0	0	1	20	2	50	1	14	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	20	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	185	124	101	83	118	339
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

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	4	0	0