**Equal Employment Opportunity Data Posted Pursuant to the No FEAR**

**Internal Revenue Service Office of the Chief Counsel (IRSCC)**

**For 3rd Quarter 2025 for period ending June 30, 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"

Number of Complaints Filed

6

11

9

8

15

9

Number of Complainants

8

9

5

8

9

6

Repeat Filers

1

3

2

1

2

0

**Part 1 Complaint Activity**

**FY 2025 (thru  
06-30)**

**FY  
2024**

**FY  
2023**

**FY  
2022**

**FY  
2021**

**FY  
2020**

2

6

2

2

7

2

1

5

2

1

2

0

3

7

3

3

8

3

8

11

7

5

9

2

4

10

3

5

7

3

1

5

2

2

3

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0

8

4

1

3

7

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6

2

0

2

1

2

1

6

2

5

3

9

0

1

0

5

0

2

6

2

0

1

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2

2

2

1

1

2

**Part 2 Complaints by Basis**

**FY 2025 (thru  
06-30)**

**FY  
2024**

**FY  
2023**

**FY  
2022**

**FY  
2021**

**FY  
2020**

Race

Color

Religion

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

Appointment/Hire

1

2

0

0

0

0

Assignment of Duties\*

1

1

0

0

0

0

Awards

0

0

0

1

1

0

Conversion to Full Time/Perm

0

0

0

0

0

0

Disciplinary Action: Demotion

Disciplinary Action: Reprimand\*\*

Disciplinary Action: Suspension

Disciplinary Action: Removal

Disciplinary Action: Other Disciplinary Actions\*\*

Disciplinary Action: Other 2\*\*

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Duty Hours\*

0

0

0

0

0

0

Perf. Eval./ Appraisal

2

4

2

3

4

1

Examination/Test

0

0

0

0

0

0

Harassment: Non-Sexual

7

12

5

5

9

3

Harassment: Sexual

1

0

0

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1

Medical Examination

0

0

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0

Pay including overtime

0

0

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0

2

1

Promotion/Non-Selection

1

4

2

5

6

1

Reassignment: Denied/Directed

Reassignment: Directed

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Reasonable Accommodation

Reinstatement\*

Religious Accommodation

2

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Retirement\*

Sex-Stereotyping

Telework

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Termination

Terms/Conditions of Employment\*

Time and Attendance

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Training

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3

1

**Part 3 Complaints By Issue**

Other Terms/Conditions of Employment\*

0

0

0

2

4

4

0

0

0

2

3

1

**FY  
2023**

**FY  
2022**

**FY 2025 (thru  
06-30)**

**FY  
2020**

**FY  
2024**

**FY  
2021**

Average days in Investigation for all cases pending during FY

169

133.73

143.4

138

177.78

147.67

97.50

23.37

38.64

36.5

45.00

47

41

Average days in Final Action for all cases pending during FY

183.5

160.7

172.67

123.67

142.5

27.5

43.67

30.43

16.08

38.5

26.5

126

146.25

166.33

200

Average Days in Investigation without Hearing

196.67

172.75

52.67

49.33

61.67

38

56.5

Average Days in Final Action without Hearing

47.00

**FY  
2021**

**FY  
2020**

**FY 2025  
 (thru   
06-30)**

**FY  
2024**

**FY  
2023**

**FY  
2022**

Average days in Investigation with

Average days in Final Action with

**Part 4 Processing Time (Complaints Pending During FY)**

Total Complaints Dismissed by

0

1

1

0

4

0

Average Days Pending Prior to Dismissal

0

20

0

19

1565

0.00

Total Complaints Withdrawn by Complainants

1

1

0

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1

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**FY  
2020**

**FY  
2023**

**FY  
2022**

**FY  
2024**

**FY  
2021**

**FY 2025 (thru  
06-30)**

**Part 5 Complaints Dismissed or Withdrawn**

Total Number

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1

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Findigs With

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**FY 2025  
 Count   
 (thru   
06-30)**

**FY  
2024   
 Count**

**FY  
2023   
 Count**

**FY  
2022   
 Count**

**FY  
2021   
 Count**

**FY  
2020   
 Count**

**FY  
2021   
 %**

**FY  
2020   
 %**

**FY  
2022   
 %**

**FY  
2023   
 %**

**FY  
2024   
 %**

**FY 2025  
 %   
 (thru   
06-30)**

Findings Without Hearing

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

Color

0

0

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Religion

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Race

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Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

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**Total Number Findings**

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**FY 2025  
Count  
(thru 06-30)**

**FY  
2020  
Count**

**Part 7 Finding of Discrimination by Basis**

**FY  
2020  
%**

**FY  
2021  
Count**

**FY  
2021  
%**

**FY  
2022  
Count**

**FY  
2022  
%**

**FY  
2023  
Count**

**FY  
2023  
%**

**FY  
2024  
%**

**FY  
2024  
Count**

**FY 2025  
%  
(thru 06-30)**

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

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**Findings After Hearing**

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**Finding Without Hearing**

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**Part 7 Finding of Discrimination by Basis (with Hearing)**

**FY  
2022  
%**

**FY  
2020  
Count**

**FY  
2021  
Count**

**FY  
2022  
Count**

**FY  
2024  
%**

**FY 2025  
%  
(thru 06-30)**

**FY  
2024  
Count**

**FY  
2023  
Count**

**FY  
2021  
%**

**FY  
2020  
%**

**FY  
2023  
%**

**FY 2025  
Count  
(thru 06-30)**

**Part 7 Finding of Discrimination by Basis (without Hearing)**

**FY  
2024  
Count**

**FY  
2023  
Count**

**FY  
2021  
%**

**FY  
2023  
%**

**FY  
2024  
%**

**FY  
2022  
%**

**FY 2025  
%  
(thru 06-30)**

**FY  
2020  
%**

**FY  
2020  
Count**

**FY  
2021  
Count**

**FY 2025  
Count  
(thru 06-30)**

**FY  
2022  
Count**

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Conversion to Full Time/Perm

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Disciplinary Action: Removal

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Pay including overtime

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**Total Number Findings**

0

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Disciplinary Action: Reprimand\*\*

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Disciplinary Action: Suspension

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Perf. Eval. / Appraisal

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Harassment: Non-Sexual

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Medical Examination

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Assignment of Duties\*

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Duty Hours\*

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Promotion/Non-Selection

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Reassignment: Directed

Disciplinary Action: Demotion

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Harassment: Sexual

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Examination/Test

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Disciplinary Action: Other 2\*\*

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Reassignment: Denied/Directed

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Awards

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Appointment/Hire

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Termination

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Training

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Religious Accommodation

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Telework

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Retirement\*

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Sex-Stereotyping

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Reinstatement\*

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Terms/Conditions of Employment\*

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Reasonable Accommodation

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Time and Attendance

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**Part 8 Finding of Discrimination by Issue**

Other Terms/Conditions of Employment\*

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Other Disciplinary Actions\*\*

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**FY  
2020  
count**

**FY  
2020  
%**

**FY  
2021  
count**

**FY  
2021  
%**

**FY  
2022  
count**

**FY  
2022  
%**

**FY  
2023  
count**

**FY  
2023  
%**

**FY  
2024  
count**

**FY  
2024  
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**FY 2025  
count  
(thru  
06-30)**

**FY 2025  
%  
(thru  
06-30)**

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**Part 8 Finding of Discrimination by Issue (with Hearing)**

Conversion to Full Time/Perm

Disciplinary Action: Removal

Pay including overtime

**Findings After Hearing**

Disciplinary Action: Reprimand\*\*

Disciplinary Action: Suspension

Perf. Eval. / Appraisal

Harassment: Non-Sexual

Medical Examination

Assignment of Duties\*

Duty Hours\*

Promotion/Non-Selection

Reassignment: Directed

Disciplinary Action: Demotion

Harassment: Sexual

Examination/Test

Disciplinary Action: Other 2\*\*

Reassignment: Denied/Directed

Awards

Appointment/Hire

Termination

Training

Religious Accommodation

Telework

Retirement\*

Sex-Stereotyping

Reinstatement\*

Terms/Conditions of Employment\*

Reasonable Accommodation

Time and Attendance

Other Terms/Conditions of Employment\*

Other Disciplinary Actions\*\*

**FY  
2020  
count**

**FY  
2020  
%**

**FY  
2021  
count**

**FY  
2021  
%**

**FY  
2022  
count**

**FY  
2022  
%**

**FY  
2023  
count**

**FY  
2023  
%**

**FY  
2024  
count**

**FY  
2024  
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**FY 2025  
count  
(thru  
06-30)**

**FY 2025  
%  
(thru  
06-30)**

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Conversion to Full Time/Perm

Disciplinary Action: Removal

Pay including overtime

**Findings Without Hearing**

Disciplinary Action: Reprimand\*\*

Disciplinary Action: Suspension

Perf. Eval. / Appraisal

Harassment: Non-Sexual

Medical Examination

Assignment of Duties\*

Duty Hours\*

Promotion/Non-Selection

Reassignment: Directed

Disciplinary Action: Demotion

Harassment: Sexual

Examination/Test

Disciplinary Action: Other 2\*\*

Reassignment: Denied/Directed

Awards

Appointment/Hire

Termination

Training

Religious Accommodation

Telework

Retirement\*

Sex-Stereotyping

Reinstatement\*

Terms/Conditions of Employment\*

Reasonable Accommodation

Time and Attendance

Other Terms/Conditions of Employment\*

Other Disciplinary Actions\*\*

**Part 8 Finding of Discrimination by Issue (without Hearing)**

**FY  
2020  
count**

**FY  
2020  
%**

**FY  
2021  
count**

**FY  
2021  
%**

**FY  
2022  
count**

**FY  
2022  
%**

**FY  
2023  
count**

**FY  
2023  
%**

**FY  
2024  
count**

**FY  
2024  
%**

**FY 2025  
count  
(thru  
06-30)**

**FY 2025  
%  
(thru  
06-30)**

**Part 9 Complaints Pending from Previous FY By Status**

Total complaints from previous Fiscal Years

4

1

1

4

5

14

Total Complainants

4

4

3

1

1

3

Complaints Pending Investigation

0

0

0

0

0

0

ROI issued, pending Complainant's

0

0

0

0

0

1

Complaints Pending in Hearing

8

5

4

0

1

2

Complaints Pending Final Agency

6

0

0

1

0

1

Complaints Pending Appeal with EEOC Office of Federal Operations

10

15

15

4

6

6

**FY 2020**

**FY 2021**

**FY 2025 (thru  
06-30)**

**FY 2022**

**FY 2023**

**FY 2024**

**Part 10 Complaint Investigations**

Pending Complaints Where Investigations Exceed Required Time

0

0

0

0

0

0

**FY 2020**

**FY 2021**

**FY 2025 (thru  
06-30)**

**FY 2022**

**FY 2023**

**FY 2024**