

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Interal Revenue Service Office of the Cheif 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"

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Number of Complaints Filed	9	15	8	9	11	6
Number of Complainants	8	9	5	8	9	6
Repeat Filers	1	3	2	1	2	0

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Race	3	7	3	3	8	3
Color	2	6	2	2	7	2
Religion	1	5	2	1	2	0
Reprisal	8	11	7	5	9	2
Sex	4	10	3	5	7	3
PDA	0	0	2	0	2	0
National Origin	1	5	2	1	3	1
Equal Pay Act	0	0	1	1	2	0
Age	3	6	2	5	8	2
Disability	7	9	5	4	6	3
Genetics	1	2	2	1	2	0
Non-EEO	2	6	2	1	2	0

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Appointment/Hire	0	0	0	0	2	1
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	0	0	0	0	0	0
Disciplinary Action: Reprimand**	2	0	0	0	0	0
Disciplinary Action: Suspension	1	1	0	0	0	0
Disciplinary Action: Removal	0	1	1	0	1	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	2	3	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
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	0	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	2	1
Promotion/Non-Selection	1	4	2	5	6	1
Reassignment: Denied/Directed	1	0	0	0	1	0
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation	2	1	2	1	3	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	1	1
Termination	0	0	0	2	0	0
Terms/Conditions of Employment*	1	5	0	0	0	0
Time and Attendance	0	1	3	2	3	0
Training	1	0	0	2	3	1
Other Terms/Conditions of Employment*	0	0	0	2	4	4

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Average days in Investigation for all cases pending during FY	169	133.73	143.4	138	177.78	147.67
Average days in Final Action for all cases pending during FY	47	23.37	38.64	36.5	41	45.00
Average days in Investigation with	160.7	172.67	123.67	142.5	183.5	97.50
Average days in Final Action with	38.5	16.08	30.43	26.5	27.5	43.67
Average Days in Investigation without Hearing	196.67	126	200	146.25	166.33	172.75
Average Days in Final Action without Hearing	52.67	38	61.67	56.5	49.33	47.00

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Total Complaints Dismissed by	0	4	0	1	1	0
Average Days Pending Prior to Dismissal	0	20	0	19	1565	0.00
Total Complaints Withdrawn by Complainants	1	1	0	0	1	0

Part 6 Total Final Agency Actions Finding Discrimination												
	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)
Total Number	0		0		1		0		0		0	
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findigs With	0	0	0	0	1	100	0	0	0	0	0	0

Part 7 Finding of Discrimination by Basis

	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)
Total Number Findings	0		0		1		0		0		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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	1	100.0	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

Part 7 Finding of Discrimination by Basis (with 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)
Findings After Hearing	0		0		1		0		0		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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	1	100.0	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

Part 7 Finding of Discrimination by Basis (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)
Finding Without Hearing	0		0		0		0		0		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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	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

Part 8 Finding of Discrimination by Issue

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)
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Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Total complaints from previous Fiscal Years	14	5	4	1	1	4
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

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Pending Complaints Where Investigations Exceed Required Time	0	0	0	0	0	0