

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

Internal Revenue Service Chief Counsel (IRSCC)

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	3	6	8	13	9	15
Number of Complainants	3	5	8	9	8	9
Repeat Filers	0	1	0	1	1	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	0	4	7	7	3	7
Color	0	3	6	5	2	6
Religion	0	1	2	5	1	5
Reprisal	1	5	7	11	8	11
Sex	1	4	5	8	4	10
PDA	0	0	0	0	0	0

National Origin	0	3	2	5	1	5
Equal Pay Act	0	0	0	1	0	0
Age	1	3	1	7	3	6
Disability	0	2	7	8	7	9
Genetics	0	0	3	4	1	2
Non-EEO	1	1	3	7	2	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	0	1	0	0	0	0
Assignment of Duties	0	2	4	1	1	1
Awards	0	1	1	2	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	2	0
Suspension	0	0	0	0	1	1
Removal	0	0	0	0	0	1
Other (DO NOT USE)	0	1	0	0	0	0
Duty Hours	0	1	0	0	0	0
Perf. Eval./ Appraisal	0	3	2	8	2	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	1	2	5	8	7	12
Sexual	0	2	1	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0

Promotion/Non-Selection	0	1	1	3	1	4
Reassignment						
Denied	0	0	1	0	1	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	1	2	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	0	1	0	0
Termination	1	0	1	0	0	0
Terms/Conditions of Employment	2	1	4	1	1	5
Time and Attendance	0	1	0	4	0	1
Training	0	1	1	0	1	0
Other						
Equal Pay Act (DO NOT USE)	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	249.50	265.00	182.44	149.17	169.00	133.73
Average number of days in final action	38.00	0	41.38	65.33	47.00	23.37
Complaint pending during fiscal year where hearing was requested						

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		1		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 09-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		0		0	
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 (DO NOT USE)	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												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	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	0	0
Reassignment												
Denied	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	0	0	0	0	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	0	0	0	0	0	0	1	100	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 - User Define												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	4	3	3	8	14	5
Total Complainants	4	3	3	8	4	4
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	4	3	3	8	8	5
Final Agency Action	1	1	0	0	6	0
Appeal with EEOC Office of Federal Operations	8	8	10	9	10	15
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0