**Equal Employment Opportunity Data Posted**

**Pursuant to the No FEAR Act:**

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

**For 4th Quarter 2023 for period ending September 30, 2023**

**Comparative Data**

**Part 1 Complaint Activity**

**2023 Thru 09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

**Previous Fiscal Year Data**

Number of Complaints Filed

9

8

15

9

13

8

Number of Complainants

8

9

8

9

5

8

Repeat Filers

0

1

1

3

2

1

**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**

**2018**

**2019**

**2020**

**2021**

**2022**

**2023 Thru
09-30**

Color

6

5

2

6

2

2

Religion

2

5

1

5

2

1

Race

7

7

3

7

3

3

Reprisal

Sex

PDA

National Origin

Equal Pay Act

Age

Disability

Genetics

Non-EEO

7

11

8

11

7

5

5

8

4

10

3

5

2

7

1

0

4

0

0

2

9

0

2

7

1

7

5

0

2

0

3

1

5

1

6

1

8

1

5

0

5

0

2

7

1

1

6

1

2

4

2

2

3

3

**Previous Fiscal Year Data**

Appointment/Hire

0

0

0

0

0

0

Assignment of Duties\*

4

1

1

1

0

0

Awards

1

2

0

0

0

1

Conversion to Full Time/Perm Status\*

0

0

0

0

0

0

**Disciplinary Action**

 Demotion

 Reprimand\*\*

 Suspension

 Removal

 Other Disciplinary Actions\*\*

 Other 2\*\*

0

0

0

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Duty Hours\*

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0

Perf. Eval./ Appraisal

2

8

2

4

2

3

Examination/Test

0

0

0

0

0

0

**Harassment**

 Non-Sexual

5

8

7

12

5

5

 Sexual

1

0

1

0

0

0

Medical Examination

0

0

0

0

0

0

Pay including overtime

0

0

0

0

0

0

Promotion/Non-Selection

1

3

1

4

2

5

**Reassignment**

 Reassignment: Denied/Directed

 Directed

1

0

0

0

1

0

0

0

0

0

0

0

Reasonable Accommodation Disability

Reinstatement\*

Religious Accommodation

2

0

0

1

0

0

2

0

0

1

0

0

2

0

0

1

0

0

Retirement\*

Sex-Stereotyping

Telework

0

0

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1

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0

0

0

1

Termination

Terms/Conditions of Employment\*

Time and Attendance

1

4

0

0

1

4

0

1

0

0

5

1

0

0

3

2

0

2

Training

1

0

1

0

0

2

 User Defined - Other 1\*

 User Defined - Other 2\*

0

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0

 User Defined - Other 3\*

 User Defined - Other 4\*

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**Comparative Data**

**Part 3 Complaints By Issue**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

***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

0

0

2

0

0

0

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0

2

Complaints pending during fiscal year

Average number of days in investigation

182.44

149.17

169

133.73

143.4

138.00

Complaints pending during fiscal year where hearing was requested

142.50

Average number of days in investigation

65.33

47

23.37

36.50

41.38

38.64

Average number of days in final action

123.67

208

140.75

160.7

172.67

Complaints pending during fiscal year where hearing was not requested

Average number of days in final action

30.43

26.50

38.5

92

19

16.08

166

126

200

196.67

Average number of days in investigation

174.2

146.25

37.2

61.67

52.67

52

38

Average number of days in final action

56.50

**Part 4 Processing Time**

**2019**

**Previous Fiscal Year Data**

**2018**

**2023 Thru 09-30**

**2022**

**2021**

**2020**

**Comparative Data**

**Previous Fiscal Year Data**

Part 5 Complaints Dismissed by Agency

1

0

4

0

1

0

Average days pending prior to dismissal

0

20

0

20

0

19.00

Total Complaints Withdrawn by Complainants

0

0

1

1

0

0

**Complaints Withdrawn by Complainants**

**Part 5 Complaints Dismissed by Agency**

**2018**

**2021**

**2020**

**2022**

**2019**

**Comparative Data**

**2023 Thru 09-30**

Total Number Findings

0

1

0

0

1

0

Without Hearing

0

1

0

0

0

0

With Hearing

0

0

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**Comparative Data**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

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

**Previous Fiscal Year Data**

Color

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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**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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**2023 Thru
09-30**

**2018**

**2019**

**2020**

**2021**

**2022**

Religion

Reprisal

Disability

Sex

Age

Genetics

Equal Pay Act

Non-EEO

PDA

Race

National Origin

Color

Race

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**Findings After Hearing**

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**Finding Without Hearing**

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Color

National Origin

Religion

Age

Equal Pay Act

Reprisal

PDA

Disability

Genetics

Non-EEO

Sex

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Conversion to Full Time/Perm Status\*

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Disciplinary Action

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Removal

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Pay including overtime

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**Total Number Findings**

0

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Reprimand\*\*

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Suspension

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Perf. Eval. / Appraisal

Reassignment

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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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Directed

Demotion

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Harassment

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Sexual

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Examination/Test

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Other 2\*\*

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Reassignment: Denied/Directed

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Awards

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Appointment/Hire

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User Defined - Other 2\*

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User Defined - Other 3\*

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Termination

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Training

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User Defined - Other 4\*

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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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User Defined - Other 1\*

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Reasonable Accommodation Disability

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Time and Attendance

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**Previous Fiscal Year Data**

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**2021**

**2019**

%

**Comparative Data**

**2022**

**2020**

#

**2023 Thru 09-30**

**2018**

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

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Other Terms/Conditions of Employment\*

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Other Disciplinary Actions\*\*

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***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.***

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Awards

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**Findings After Hearing**

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Assignment of Duties\*

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Appointment/Hire

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Conversion to Full Time/Perm Status\*

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Suspension

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Disciplinary Action

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Reprimand\*\*

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Demotion

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Reinstatement\*

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Removal

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Medical Examination

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Reasonable Accommodation Disability

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Promotion/Non-Selection

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Reassignment: Denied/Directed

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Reassignment

Retirement\*

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Directed

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Non-Sexual

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Sexual

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Religious Accommodation

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Terms/Conditions of Employment\*

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Perf. Eval. / Appraisal

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Other 2\*\*

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Telework

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Duty Hours\*

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User Defined - Other 2\*

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Pay including overtime

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User Defined - Other 1\*

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User Defined - Other 3\*

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User Defined - Other 4\*

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Harassment

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Examination/Test

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Training

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Sex-Stereotyping

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Time and Attendance

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Termination

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Other Terms/Conditions of Employment\*

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Other Disciplinary Actions\*\*

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Awards

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Medical Examination

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Harassment

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Reassignment: Denied/Directed

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Assignment of Duties\*

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Retirement\*

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Examination/Test

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Disciplinary Action

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Suspension

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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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Duty Hours\*

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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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User Defined - Other 1\*

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**Findings Without Hearing**

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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**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**

**Previous Fiscal Year Data**

Total complaints from previous Fiscal Years

1

4

5

14

8

3

Total Complainants

3

8

4

4

3

1

**Number complaints pending**

Investigation

0

0

0

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0

ROI issued, pending Complainant's action

0

0

0

0

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0

Hearing

3

8

8

5

4

0

Final Agency Action

0

0

6

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0

1

Appeal with EEOC Office of Federal Operations

10

9

10

15

15

4

**Previous Fiscal Year Data**

Pending Complaints Where Investigations Exceed Required Time Frames

0

0

0

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0

**Comparative Data**

**Part 10 Complaint Investigations**

**2023 Thru
09-30**

**2022**

**2021**

**2020**

**2019**

**2018**