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

IRS Office of the Chief Counsel (IRSCC)

For 4th Quarter 2024 for period ending September 30, 2024

			Compar	ative Data		
Part 1 Complaint Activity		Pı	revious Fiscal Year Da	ta		2024 Th 00 20
	2019	2020	2021	2022	2023	2024 Thru 09-30
Number of Complaints Filed	13	9	15	8	9	11
Number of Complainants	9	8	9	5	8	9
Repeat Filers	1	1	3	2	1	2

Pout 2 Commisiete les Bosis		Comparative Data											
Part 2 Complaints by Basis		Pı	revious Fiscal Year Da	ata		2024 Th							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 Thru 09-30							
Race	7	3	7	3	3	8							
Color	5	2	6	2	2	7							
Religion	5	1	5	2	1	2							
Reprisal	11	8	11	7	5	9							
Sex	8	4	10	3	5	7							
PDA	0	0	0	2	0	2							
National Origin	5	1	5	2	1	3							
Equal Pay Act	1	0	0	1	1	2							
Age	7	3	6	2	5	8							
Disability	8	7	9	5	4	6							
Genetics	4	1	2	2	1	2							
Non-EEO	7	2	6	2	1	2							

Part 3 Complaints By Issue			Compar	ative Data		
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:			2024 Thru 09-30			
Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.	2019	2020	2021	2022	2023	-
Appointment/Hire	0	0	0	0	0	2
Assignment of Duties*	1	1	1	0	0	0
Awards	2	0	0	0	1	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action					-	
Demotion	0	0	0	0	0	0
Reprimand**	0	2	0	0	0	0
Suspension	0	1	1	0	0	0
Removal	0	0	1	1	0	1
Other Disciplinary Actions**	0	0	0	0	2	3
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	8	2	4	2	3	4
Examination/Test	0	0	0	0	0	0
Harassment		•	•	•	•	•
Non-Sexual	8	7	12	5	5	9
Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	2
Promotion/Non-Selection	3	1	4	2	5	6
Reassignment						•
Reassignment: Denied/Directed	0	1	0	0	0	1
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	1	2	1	2	1	3
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	0	1	1
Termination	0	0	0	0	2	0
Terms/Conditions of Employment*	1	1	5	0	0	0
Time and Attendance	4	0	1	3	2	3
Training	0	1	0	0	2	3
Other Terms/Conditions of Employment*	0	0	0	0	2	4
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

	Comparative Data											
Part 4 Processing Time		Pr	evious Fiscal Year Da	ta		2024 Thurs 00 20						
	2019	2020	2021	2022	2023	2024 Thru 09-30						
Complaints pending during fiscal year	•											
Average number of days in investigation	149.17	169	133.73	143.4	138	177.78						
Average number of days in final action	65.33	47	23.37	38.64	36.5	41.00						
Complaints pending during fiscal year where heari	ng was requested			•								
Average number of days in investigation	140.75	160.7	172.67	123.67	142.5	183.50						
Average number of days in final action	92	38.5	16.08	30.43	26.5	27.50						
Complaints pending during fiscal year where heari	ng was not requested											
Average number of days in investigation	166	196.67	126	200	146.25	166.33						
Average number of days in final action	52	52.67	38	61.67	56.5	49.33						

			Compara	tive Data		
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Year I	Data		
	2019	2020	2021	2022	2023	2024 Thru 09-30
Part 5 Complaints Dismissed by Agency	1	0	4	0	1	1
Average days pending prior to dismissal	20	0	20	0	19	1565.00
	Complaints Withd	rawn by Complain	ants			
Total Complaints Withdrawn by Complainants	0	1	1	0	0	1

	Comparative Data												
Doub & Total Final Agames, Actions Finding Discrimination				Prev	vious Fis	cal Year	Data				202	4 Thru	
Part 6 Total Final Agency Actions Finding Discrimination	20	019	20)20	20)21	20)22	20)23	09-3		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		0		0		1		0		0		
Without Hearing	1	100	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	1	100	0	0	0	0	

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pr	evious Fis	cal Year Da	ita				2024	l Thru
Note: Complaints can be filed alleging multiple bases.	20	019	20)20	20	021	2022		2023		09	-30
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		1		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	1	100.00	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	1	100.00	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

Findings After Hearing	0		0		0		1		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	1	100.00	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
				1	<u> </u>	1	1	т т		1		T
Finding Without Hearing	1		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	1	100.00	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

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.

	Comparative Data												
Dout 9 Finding of Discrimination Bondoved by Issue				Previ	ous Fisc	cal Yea	r Data				2024 Thru 09-30		
Part 8 Finding of Discrimination Rendered by Issue	20	019	20)20	2021		2022		2023				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		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 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	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment					!	!		!			ļ		
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Non-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					!	!		!			·		
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	0	0	0	0	0	0	1	100	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*	1	100	0	0	0	0	0	0	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 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	

Findings After Hearing	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	_			ļ.	!		l .				l	
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	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	· ·			l		<u> </u>						
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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			<u>I</u>	Į.	!	<u>I</u>	Į.			<u>I</u>	<u> </u>	
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	0	0	0	0	0	0	1	100	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	0	0	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 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

Findings Without Hearing	1		0		0		0		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	·		<u>l</u>	!	l		<u>. </u>			l.		L
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	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	•	•		•	•	•		•	•			
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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	•	•		•	•	•		•	•	•	•	
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	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*	1	100	0	0	0	0	0	0	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 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

			Compar	ative Data		
Part 9 Complaints Pending from Previous Fiscal Years By Status		Previ	ous Fiscal Yea	r Data		2024 Thru
	2019	2020	2021	2022	2023	09-30
Total complaints from previous Fiscal Years	8	14	5	4	1	1
Total Complainants	8	4	4	3	1	1
Number complaints pending	·	•	•			•
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	8	8	5	4	0	1
Final Agency Action	0	6	0	0	1	0
Appeal with EEOC Office of Federal Operations	9	10	15	15	4	6

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru
	2019	2020	2021	2022	2023	09-30
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0