

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

Internal Revenue Service (IRS)

For 3rd Quarter 2022 for period ending June 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	237	303	264	221	221	202
Number of Complainants	220	280	241	207	204	185
Repeat Filers	15	22	21	9	16	15

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Race	97	94	92	85	97	73
Color	29	19	23	28	36	23
Religion	20	12	8	13	13	17
Reprisal	126	152	137	122	134	115
Sex	77	81	85	65	59	59
PDA	0	1	0	0	0	3
National Origin	18	31	34	30	21	10

Equal Pay Act	1	1	0	0	0	1
Age	68	64	60	61	64	49
Disability	98	126	101	101	92	89
Genetics	1	0	0	2	2	1
Non-EEO	12	18	17	12	16	22
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	16	6	14	11	5	5
Assignment of Duties	45	54	26	12	20	11
Awards	9	5	3	5	2	0
Conversion to Full Time/Perm Status	1	0	1	1	0	0
Disciplinary Action						
Demotion	4	6	0	1	4	2
Reprimand	9	12	13	14	5	4
Suspension	14	18	11	7	15	6
Removal	3	2	2	7	1	0
Other (DO NOT USE)	16	14	10	0	0	0
Duty Hours	9	16	11	2	1	2
Perf. Eval./ Appraisal	51	71	50	34	46	29
Examination/Test	1	0	0	1	0	0
Harassment						
Non-Sexual	96	126	106	83	89	66
Sexual	5	9	8	3	2	0
Medical Examination	4	2	0	0	0	1

Pay including overtime	10	9	6	10	11	4
Promotion/Non-Selection	45	43	37	41	32	22
Reassignment						
Denied	5	3	3	1	2	1
Directed	4	9	7	4	2	2
Reasonable Accommodation Disability	33	53	46	35	26	35
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	1	0	0	0	2
Retirement	2	3	2	3	3	1
Sex-Stereotyping	3	1	1	0	1	0
Telework	3	7	14	4	3	2
Termination	21	30	17	19	21	21
Terms/Conditions of Employment	41	54	40	29	38	38
Time and Attendance	48	49	46	36	43	44
Training	11	18	4	4	9	2
Other						
Equal Pay Act	1	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					2022 Thru 06-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	184.86	166.73	170.89	160.82	157.64	150.84

Average number of days in final action	33.49	37.25	34.03	40.10	28.85	35.89						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	189.93	166.66	175.22	168.37	160.83	162.78						
Average number of days in final action	25.04	30.25	31.59	38.86	22.39	26.73						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	182.87	171.34	170.63	157.83	146.97	145.49						
Average number of days in final action	45.15	48.62	39.91	42.36	41.33	44.98						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 06-30	
	2017	2018	2019	2020	2021							
Total Complaints Dismissed by Agency	30	35	29	30	28						32	
Average days pending prior to dismissal	47.9	162	28.07	36.27	38.96						26.13	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	9	20	17	24	27						13	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 06-30	
	2017	2018	2019	2020	2021							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10		5		10		4		2		6	
Without Hearing	9	90	4	80	0	0	3	75	1	50	5	83
With Hearing	1	10	1	20	10	100	1	25	1	50	1	17

National Origin	0	0	0	0	0	0	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	3	30	0	0	0	0	0	0
Disability	1	100	0	0	4	40	0	0	1	100	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	5		3		0		3		1		5	
Race	0	0	0	0	0	0	1	33	1	100	0	0
Color	0	0	0	0	0	0	1	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	20
Reprisal	2	40	0	0	0	0	1	33	0	0	1	20
Sex	2	40	0	0	0	0	1	33	0	0	1	20
PDA	1	20	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	33	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	1	20
Disability	4	80	3	100	0	0	2	67	1	100	3	60
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	33	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 06- 30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		4		10		4		2		6	
Appointment/Hire	0	0	0	0	1	10	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	1	25	0	0	0	0
Termination	1	17	0	0	0	0	1	25	0	0	1	17
Terms/Conditions of Employment	1	17	0	0	1	10	0	0	0	0	0	0
Time and Attendance	0	0	1	25	0	0	0	0	1	50	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	17
Other - User Define												
Equal Pay Act	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	1		1		10		1		1		1	
Appointment/Hire	0	0	0	0	1	10	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	10	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	1	10	1	100	0	0	1	100

Reasonable Accommodation Disability	4	80	2	67	0	0	1	33	0	0	3	60	
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	1	33	0	0	0	0	
Termination	1	20	0	0	0	0	1	33	0	0	1	20	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	0	1	33	0	0	0	0	1	100	0	0	
Training	0	0	0	0	0	0	0	0	0	0	1	20	
Other - User Define													
Equal Pay Act	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	
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data												
	Previous Fiscal Year Data					2022 Thru 06-30							
	2017	2018	2019	2020	2021								
Total complaints from previous Fiscal Years	300	277	234	185	124	143							
Total Complainants	249	241	221	169	113	124							
Number complaints pending													
Investigation	0				0				0				
ROI issued, pending Complainant's action	0				0				1				
Hearing	294				274				134				

Final Agency Action	6	6	27	15	6	9
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 06- 30
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	3	0	0	0	0	0