

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

Internal Revenue Service (IRS)

For 1st Quarter 2024 for period ending December 31, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	264	221	221	279	371	121
Number of Complainants	241	207	204	253	337	120
Repeat Filers	21	9	16	21	29	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	92	85	97	106	118	32
Color	23	28	36	37	53	11
Religion	8	13	13	27	20	8
Reprisal	137	122	134	166	212	65
Sex	85	65	59	83	117	39
PDA	0	0	0	4	5	1
National Origin	34	30	21	19	28	14
Equal Pay Act	0	0	0	1	0	0
Age	60	61	64	68	91	28
Disability	101	101	92	127	207	58
Genetics	0	2	2	6	1	0
Non-EEO	17	12	16	33	27	6

Part 3 Complaints By Issue	Comparative Data					
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><i>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.</i></p>	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Appointment/Hire	14	11	5	7	3	3
Assignment of Duties*	26	12	20	0	0	0
Awards	3	5	2	0	4	2
Conversion to Full Time/Perm Status*	1	1	0	0	0	0
Disciplinary Action						
Demotion	0	1	4	2	3	0
Reprimand**	13	14	5	0	0	0
Suspension	11	7	15	6	16	3
Removal	2	7	1	0	4	1
Other Disciplinary Actions**	0	0	0	0	20	4
Other 2**	0	0	0	0	0	0
Duty Hours*	11	2	1	0	0	0
Perf. Eval./ Appraisal	50	34	46	41	55	22
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	106	83	89	98	165	57
Sexual	8	3	2	0	4	1
Medical Examination	0	0	0	1	1	0
Pay including overtime	6	10	11	10	10	4
Promotion/Non-Selection	37	41	32	28	37	13
Reassignment						
Reassignment: Denied/Directed	3	1	2	3	2	1
Directed	7	4	2	3	2	3
Reasonable Accommodation Disability	46	35	26	42	98	27
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	3	3	1
Retirement*	2	3	3	0	0	0
Sex-Stereotyping	1	0	1	0	0	0
Telework	14	4	3	3	12	8
Termination	17	19	21	25	48	10
Terms/Conditions of Employment*	40	29	38	0	0	0
Time and Attendance	46	36	43	54	65	26
Training	4	4	9	3	6	5
Other Terms/Conditions of Employment*	0	0	0	0	110	46
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	170.89	160.82	157.64	154.74	162.4	191.96
Average number of days in final action	34.03	40.1	28.85	35.77	39.18	43.30
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	175.22	168.37	160.83	156.98	163.1	207.03
Average number of days in final action	31.59	38.86	22.39	27.64	41.99	33.95
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	170.63	157.83	146.97	157.49	167.56	187.67
Average number of days in final action	39.91	42.36	41.33	45.02	49.01	50.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Part 5 Complaints Dismissed by Agency	29	30	28	51	42	12
Average days pending prior to dismissal	28.07	36.27	38.96	24.24	24.9	25.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	17	24	27	17	24	2

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10		4		2		6		4		1	
Without Hearing	0	0	3	75	1	50	5	83	4	100	1	100
With Hearing	10	100	1	25	1	50	1	17	0	0	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
	2019		2020		2021		2022		2023			
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	10		4		2		6		4		1	
Race	7	70.00	2	50.00	1	50.00	0	0.00	0	0.00	0	0.00
Color	2	20.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00
Reprisal	6	60.00	1	25.00	1	50.00	2	33.33	2	50.00	1	100.00
Sex	2	20.00	1	25.00	0	0.00	1	16.67	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	2	50.00	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	3	30.00	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00
Disability	4	40.00	2	50.00	2	100.00	3	50.00	4	100.00	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	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings After Hearing	10		1		1		1		0		0	
Race	7	70.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	2	20.00	1	100.00	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	6	60.00	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
Sex	2	20.00	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	1	100.00	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	3	30.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	4	40.00	0	0.00	1	100.00	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
Finding Without Hearing												
	0		3		1		5		4		1	
Race	0	0.00	1	33.33	1	100.00	0	0.00	0	0.00	0	0.00

Color	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00
Reprisal	0	0.00	1	33.33	0	0.00	1	20.00	2	50.00	1	100.00
Sex	0	0.00	1	33.33	0	0.00	1	20.00	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	1	33.33	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	1	20.00	0	0.00	0	0.00
Disability	0	0.00	2	66.67	1	100.00	3	60.00	4	100.00	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	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00

Findings Without Hearing	0		3		1		5		4		1	
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												
Sexual	0	0	0	0	0	0	1	20	0	0	0	0
Non-Sexual	0	0	1	33	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	1	100
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	1	33	0	0	3	60	2	50	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	1	33	0	0	0	0	0	0	0	0
Termination	0	0	1	33	0	0	1	20	2	50	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	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	20	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	234	185	124	101	83	265
Total Complainants	221	169	113	88	80	248
Number complaints pending						
Investigation	0	0	0	0	1	73
ROI issued, pending Complainant's action	0	0	0	0	3	35
Hearing	209	170	118	87	56	130
Final Agency Action	27	15	6	15	10	24
Appeal with EEOC Office of Federal Operations	1025	1025	1018	1012	67	84

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	4	6