

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

Internal Revenue Service (IRS)

For 1st Quarter 2023 for period ending December 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	303	264	221	221	279	100
Number of Complainants	280	241	207	204	253	96
Repeat Filers	22	21	9	16	21	4

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	94	92	85	97	106	39
Color	19	23	28	36	37	14
Religion	12	8	13	13	27	5
Reprisal	152	137	122	134	166	52
Sex	81	85	65	59	83	35
PDA	1	0	0	0	4	2
National Origin	31	34	30	21	19	4

Equal Pay Act	1	0	0	0	1	0
Age	64	60	61	64	68	25
Disability	126	101	101	92	127	48
Genetics	0	0	2	2	6	0
Non-EEO	18	17	12	16	33	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
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.	2018	2019	2020	2021	2022	
Appointment/Hire	6	14	11	5	7	1
Assignment of Duties*	54	26	12	20	0	0
Awards	5	3	5	2	0	0
Conversion to Full Time/Perm Status*	0	1	1	0	0	0
Disciplinary Action						
Demotion	6	0	1	4	2	2
Reprimand**	12	13	14	5	0	0
Suspension	18	11	7	15	6	1
Removal	2	2	7	1	0	3
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	14	10	0	0	9	4
Other 2**	0	0	0	0	0	0
Duty Hours*	16	11	2	1	0	0
Perf. Eval./ Appraisal	71	50	34	46	41	10

Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	126	106	83	89	98	40
Sexual	9	8	3	2	0	1
Medical Examination	2	0	0	0	1	1
Pay including overtime	9	6	10	11	10	3
Promotion/Non-Selection	43	37	41	32	28	8
Reassignment						
Denied	3	3	1	2	3	0
Directed	9	7	4	2	3	2
Reasonable Accommodation Disability	53	46	35	26	42	26
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	3	1
Retirement*	3	2	3	3	0	0
Sex-Stereotyping	1	1	0	1	0	0
Telework	7	14	4	3	3	1
Termination	30	17	19	21	25	15
Terms/Conditions of Employment*	54	40	29	38	0	0
Time and Attendance	49	46	36	43	54	10
Training	18	4	4	9	3	2
Other Terms/Conditions of Employment*	0	0	0	0	82	33
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	166.73	170.89	160.82	157.64	154.74	155.65
Average number of days in final action	37.25	34.03	40.10	28.85	35.77	35.47
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	166.66	175.22	168.37	160.83	156.98	158.25
Average number of days in final action	30.25	31.59	38.86	22.39	27.64	26.27
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	171.34	170.63	157.83	146.97	157.49	155.93
Average number of days in final action	48.62	39.91	42.36	41.33	45.02	48.57
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	35	29	30	28	51	11
Average days pending prior to dismissal	162	28.07	36.27	38.96	24.24	20.82
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	20	17	24	27	17	5

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 12-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		10		4		2		6		2	
Without Hearing	4	80	0	0	3	75	1	50	5	83	2	100
With Hearing	1	20	10	100	1	25	1	50	1	17	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 12-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	4		10		4		2		6		2	
Race	0	0	7	70	2	50	1	50	0	0	0	0
Color	0	0	2	20	2	50	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	17	0	0
Reprisal	1	25	6	60	1	25	1	50	2	33	1	50
Sex	0	0	2	20	1	25	0	0	1	17	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	2	50	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	3	30	0	0	0	0	1	17	0	0
Disability	3	75	4	40	2	50	2	100	3	50	2	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	25	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						2023 Thru 12-31					
	Previous Fiscal Year Data											
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	277	234	185	124	101	203						
Total Complainants	241	221	169	113	88	192						
Number complaints pending												
Investigation	0	0	0	0	0	37						
ROI issued, pending Complainant's action	0	0	0	0	0	25						
Hearing	274	209	170	118	87	121						
Final Agency Action	6	27	15	6	15	19						
Complaint Investigations	Comparative Data						2023 Thru 12-31					
	Previous Fiscal Year Data											
	2018	2019	2020	2021	2022							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	1						