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

			Co	mparat	tive Dat	a
Complaint Activity	Pr	evious	ata	2022 Th 12 21		
	2018	2019	2020	2021	2022	2023 Thru 12-31
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 Dasis		(Compa	rative]	Data	
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	2023
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	Thru 12-31
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		C	ompar	ative D	ata	
Complaints by Issue	Pro	evious 1	Fiscal Y	Year D	ata	
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	2023 Thru 12-31
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						i
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

					Compa	rative D	ata	
Processing Time		F	Prev	ious	Fiscal Y	ear Data	ì	2023 Thru
	201	18	20	19	2020	2021	2022	12-31
Complaints pending during fi	scal y	ear						
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	37.2	25	34.	.03	40.10	28.85	35.77	35.47
Complaint pending during fis	cal ye	ar w	here	e hea	ring was	requeste	d	
Average number of days in investigation	166.	.66	175	5.22	168.37	160.83	156.98	158.25
Average number of days in final action	30.2	25	31.	.59	38.86	22.39	27.64	26.27
Complaint pending during fis	cal ye	ar w	here	e hear	ring was	not requ	ested	
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	48.0	52	39.	.91	42.36	41.33	45.02	48.57
					Com	parative	Data	
Complaints Dismissed by Agency	y		Pro	eviou	s Fiscal	Year Da	ıta	2023 Thru
		201	18	2019	2020	2021	2022	12-31
Total Complaints Dismissed l Agency	ру	35	5	29	30	28	51	11
Average days pending prior to dismissal)	16	2	28.07	7 36.27	38.96	24.24	20.82
Compla	ints `	With	ıdra	wn b	y Comp	olainants		
Total Complaints Withdrawn Complainants	by	20)	17	24	27	17	5

					Co	mpai	rati	ve Da	ıta				
Total Final Agency Actions]	Prev	ious	Fisc	cal Y	ear	Data			20	23	Thru
Finding Discrimination	2	018	20)19	2	020	20)21	20)22		12-	
	#	%	#	%	#	%	#	%	#	%	#		%
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					Coı	mpar	ativ	e Da	ta				
Rendered by Basis			Prev	vious	Fis	cal Y	ear	Data	a				023
Note: Complaints can be	20	018	20	19	2	020	2	021		2022	2		'hru 2-31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	! 0/	6	#	%
Total Number Findings	4		10		4		2		6			2	
Race	0	0	7	70	2	50	1	50	C	()	0	0
Color	0	0	2	20	2	50	0	0	C)	0	0
Religion	0	0	0	0	0	0	0	0	1	1	7	0	0
Reprisal	1	25	6	60	1	25	1	50	2	3	3	1	50
Sex	0	0	2	20	1	25	0	0	1	1	7	0	0
PDA	0	0	0	0	0	0	0	0	C)	0	0
National Origin	0	0	0	0	2	50	0	0	C	0)	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	C	0)	0	0
Age	0	0	3	30	0	0	0	0	1	1	7	0	0
Disability	3	75	4	40	2	50	2	100	3	5	0	2	100
Genetics	0	0	0	0	0	0	0	0	C)	0	0
Non-EEO	0	0	0	0	1	25	0	0	C	()	0	0

Findings After Hearing	1		10		1		1		1		0	
Race	0	0	7	70	1	100	0	0	0	0	0	0
Color	0	0	2	20	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	6	60	0	0	1	100	1	100	0	0
Sex	0	0	2	20	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	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	0	0	0	0
Disability	0	0	4	40	0	0	1	100	0	0	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	3		0		3		1		5		2	
Race	0	0	0	0	1	33	1	100	0	0	0	0
Color	0	0	0	0	1	33	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	20	0	0
Reprisal	0	0	0	0	1	33	0	0	1	20	1	50
Sex	0	0	0	0	1	33	0	0	1	20	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	33	0	0	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	1	20	0	0
Disability	3	100	0	0	2	67	1	100	3	60	2	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

	Non-EEO	0	0	0	0	1	33	0	0	0	0	0	0
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Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.

					Co	mpa	rati	ve Da	ta			
Findings of Discrimination			Prev	vious	Fis	scal Y	ear	Data	1.		2023 Thru 12	
Rendered by Issue	2	018	20	19	2	020	2	021	2	022		ru 12- 31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		10		4		2		6		2	
Appointment/Hire	0	0	1	10	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	1	10	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
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	10	1	25	0	0	1	17	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		-				-		-			-	
Non-Sexual	1	25	4	40	2	50	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	1	17	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	5	50	0	0	0	0	0	0	0	0
Reassignment												
Denied	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	2	50	1	10	1	25	1	50	3	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	0	0	1	25	0	0	0	0	0	0
Termination	0	0	0	0	1	25	0	0	1	17	1	50
Terms/Conditions of Employment*	0	0	1	10	0	0	0	0	0	0	0	0
Time and Attendance	1	25	0	0	0	0	1	50	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	17	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	50
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	1		10		1		1		1		0	
Appointment/Hire	0	0	1	10	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	1	10	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
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	10	1	100	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												-
Non-Sexual	1	100	4	40	1	100	0	0	0	0	0	0
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	5	50	0	0	0	0	0	0	0	0
Reassignment												
Denied	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	10	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	1	10	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	3		0		3		1		5		2	
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
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												
Non-Sexual	0	0	0	0	1	33	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	1	20	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												
Denied	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	2	67	0	0	1	33	0	0	3	60	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	1	33	0	0	0	0	0	0
Termination	0	0	0	0	1	33	0	0	1	20	1	50
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	33	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	20	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	50
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		
			Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status		Previous Fiscal Year Data									2023			
11011040 11044 14415 by Dutus			2018	3	2019 2020			2021 2022			Thru 12- 31			
Total complaints from previous Years	277	,	234	18	35	124	1	01	203					
Total Complainants					221	16	59	113		88	192			
Number complaints pending	g													
Investigation					0	0 0 0 0		0	37					
ROI issued, pending Complainant's action					0	0)	0		0	25			
Hearing				274 209 170 118 87		87	121							
Final Agency Action					27	27 15		6		15	19			
			Comparative Data											
Complaint Investigations		Previous Fiscal Year Data 2023												
			201	8	2019	20	20	2021	2	022		u 12- 31		
Pending Complaints Where Investigations Exceed Required Time Frames			0		0	()	0		0	1			