

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

IRS Chief Counsel (IRSCC)

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	8	13	9	15	8	2
Number of Complainants	8	9	8	9	5	2
Repeat Filers	0	1	1	3	2	0

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	7	7	3	7	3	1
Color	6	5	2	6	2	1
Religion	2	5	1	5	2	1
Reprisal	7	11	8	11	7	1
Sex	5	8	4	10	3	1
PDA	0	0	0	0	2	0
National Origin	2	5	1	5	2	1

Equal Pay Act	0	1	0	0	1	1
Age	1	7	3	6	2	2
Disability	7	8	7	9	5	1
Genetics	3	4	1	2	2	1
Non-EEO	3	7	2	6	2	1
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	0	0	0	0	0	0
Assignment of Duties*	4	1	1	1	0	0
Awards	1	2	0	0	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	0	0	2	0	0	0
Suspension	0	0	1	1	0	0
Removal	0	0	0	1	1	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	2	8	2	4	2	0

Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	5	8	7	12	5	1
Sexual	1	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	1	3	1	4	2	2
Reassignment						
Denied	1	0	1	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	2	1	2	1	2	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	0	0	0	0
Termination	1	0	0	0	0	0
Terms/Conditions of Employment*	4	1	1	5	0	0
Time and Attendance	0	4	0	1	3	1
Training	1	0	1	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	1	1
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	182.44	149.17	169.00	133.73	143.40	0
Average number of days in final action	41.38	65.33	47.00	23.37	38.64	36.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	208.00	140.75	160.70	172.67	123.67	0
Average number of days in final action	19.00	92.00	38.50	16.08	30.43	11.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	174.20	166.00	196.67	126.00	200.00	0
Average number of days in final action	37.20	52.00	52.67	38.00	61.67	62.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	0	1	0	4	0	0
Average days pending prior to dismissal	0	20	0	20	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	1	1	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	3	8	14	5	4	5						
Total Complainants	3	8	4	4	3	3						
Number complaints pending												
Investigation	0	0	0	0	0	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	3	8	8	5	4	4						
Final Agency Action	0	0	6	0	0	0						
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	0						