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

	Comparative Data											
Complaint Activity	Pr	evious	2022 Th 12 21									
	2018	2019	2020	2021	2022	2023 Thru 12-31						
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		(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	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		C	ompar	ative D	ata	
Complaints by Issue	Pro	evious	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	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

				C	ompai	rative D	ata		
Processing Time		Prev	ious	Fis	scal Y	ear Data	a		2023 Thru 12-
	2018	3 20	19	2	020	2021	2022	2	31
Complaints pending during fis	scal year								
Average number of days in investigation	182.4	4 149	0.17	16	9.00	133.73	143.4	0	0
Average number of days in final action	41.38	8 65	.33	47.00		23.37	38.64	4	36.50
Complaint pending during fisc	cal year	where	hear	ing	, was r	equested	d	·	
Average number of days in investigation	208.0	0 140).75	16	0.70	172.67	123.6	0	
Average number of days in final action	19.00	92	.00	38	8.50	16.08	30.43	3	11.00
Complaint pending during fisc	cal year	where	hear	ing	, was r	ot reque	ested	·	
Average number of days in investigation	174.2	0 166	5.00	19	6.67	126.00	200.0	00	0
Average number of days in final action	37.20	52	.00	52.67		38.00	61.6	7	62.00
					Com	parativ	e Data		
Complaints Dismissed by Ag	gency	Pr	eviou	ıs F	iscal '	Year Da	ata	2	2023 Thru
		2018	201	9	2020	2021	2022		12-31
Total Complaints Dismissed b Agency	у	0	1		0	4	0		0
Average days pending prior to dismissal)	0	20)	0	20	0		0
Compla	ints W	ithdra	wn b	y (Compl	ainants			
Total Complaints Withdrawn Complainants	by	0	0		1	1	0		0

					(Co	mp	oara	tive	Dat	a			
Total Final Agency Actions			Pro	evio	us I	?is	cal	Yea	r D	ata			202	
Finding Discrimination	20	018	2	201	9	20)20	2	021		202		Thru 3	
	#	%	#	9	%	#	%	#	9/	ó #	9	⁄o	#	%
Total Number Findings	0		1			0		0		1			0	
Without Hearing	0	0	1	10	00	0	0	0	0	0		0	0	0
With Hearing	0	0	0		0	0	0	0	0	1	10	00	0	0
Findings of Discrimination						C	on	ıpar	ativ	e Da	ata			
Rendered by Basis]	Pre	viou	ıs l	Fisc	cal Y	ear	r Da	ta			023 hru
Note: Complaints can be filed alleging multiple bases. The sun	n	2018 2019 2020 2021 202		022										
f the bases may not equal total omplaints and findings.		#	%	#	%	,	#	%	#	%	#	%	#	%
Total Number Findings		0		1			0		0		1		0	
Race		0	0	0	0		0	0	0	0	0	0	0	0
Color		0	0	0	0		0	0	0	0	0	0	0	0
Religion		0	0	0	0		0	0	0	0	0	0	0	0
Reprisal		0	0	1	100	c	0	0	0	0	0	0	0	0
Sex		0	0	0	0		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		0	0	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	0	0	0	0
Disability		0	0	0	0		0	0	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 After Hearing	0		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	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	0	0	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	0	0	0	0
Disability	0	0	0	0	0	0	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	0		1		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	0	0	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	0	0	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	0	0	0	0
Disability	0	0	0	0	0	0	0	0	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

Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.

	Comparative Data												
Findings of Discrimination			Pre	vious	Fis	cal Y	Zea1	r Da	ta		2023		
Rendered by Issue	20)18	2	2019		2020)21	2022		Thru 12- 31		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		1		0		0		1		0		
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	0	0	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	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	0	0	0	0	0	0	0	0	1	100	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	100	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 After Hearing	0		0		0		0		1		0	
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	0	0	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	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	0	0	0	0	0	0	0	0	1	100	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	0	0	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	0		1		0		0		0		0	
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	0	0	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	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	0	0	0	0	0	0	0	0	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	100	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		
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data											
			Previous Fiscal Year Data									2023		
			2018	2	019	202	20	2021	2	2022	Thru 12- 31			
Total complaints from previous Fiscal Years					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		8 5			4	4			
Final Agency Action			0	0		6		0		0	0			
			Comparative Data											
Complaint Investigations		Previous Fiscal Year Data 2023												
			2018	3 2	2019	202	20	2021		2022		ru 12- 31		
Pending Complaints Where Investigations Exceed Required Time Frames		0		0	0		0		0		0			