

# Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Internal Revenue Service Office of the Chief Counsel (IRSCC)

For 2nd Quarter 2026 for period ending March 31, 2026

Notes:

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.

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.

| Part 1 Complaint Activity  |         |         |         |         |         |                      |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
|                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 03-31) |
| Number of Complaints Filed | 15      | 8       | 9       | 11      | 10      | 5                    |
| Number of Complainants     | 9       | 5       | 8       | 9       | 9       | 5                    |
| Repeat Filers              | 3       | 2       | 1       | 2       | 1       | 0                    |

| Part 2 Complaints by Basis |         |         |         |         |         |                      |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
|                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 03-31) |
| Race                       | 7       | 3       | 3       | 8       | 4       | 1                    |
| Color                      | 6       | 2       | 2       | 7       | 3       | 1                    |
| Religion                   | 5       | 2       | 1       | 2       | 1       | 3                    |
| Reprisal                   | 11      | 7       | 5       | 9       | 5       | 2                    |
| Sex                        | 10      | 3       | 5       | 7       | 4       | 1                    |
| PDA                        | 0       | 2       | 0       | 2       | 1       | 1                    |
| National Origin            | 5       | 2       | 1       | 3       | 2       | 1                    |
| Equal Pay Act              | 0       | 1       | 1       | 2       | 1       | 1                    |
| Age                        | 6       | 2       | 5       | 8       | 3       | 1                    |
| Disability                 | 9       | 5       | 4       | 6       | 7       | 3                    |
| Genetics                   | 2       | 2       | 1       | 2       | 1       | 1                    |
| Non-EEO                    | 6       | 2       | 1       | 2       | 1       | 0                    |

# Part 3 Complaints By Issue

|                                                      | FY<br>2021 | FY<br>2022 | FY<br>2023 | FY<br>2024 | FY<br>2025 | FY 2026<br>(thru<br>03-31) |
|------------------------------------------------------|------------|------------|------------|------------|------------|----------------------------|
| Appointment/Hire                                     | 0          | 0          | 0          | 2          | 1          | 0                          |
| Assignment of Duties*                                | 1          | 0          | 0          | 0          | 0          | 0                          |
| Awards                                               | 0          | 0          | 1          | 1          | 0          | 0                          |
| Conversion to Full Time/Perm                         | 0          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Demotion                        | 0          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Reprimand**                     | 0          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Suspension                      | 1          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Removal                         | 1          | 1          | 0          | 1          | 0          | 0                          |
| Disciplinary Action: Other Disciplinary<br>Actions** | 0          | 0          | 2          | 3          | 2          | 0                          |
| Disciplinary Action: Other 2**                       | 0          | 0          | 0          | 0          | 0          | 0                          |
| Duty Hours*                                          | 0          | 0          | 0          | 0          | 0          | 0                          |
| Perf. Eval./ Appraisal                               | 4          | 2          | 3          | 4          | 2          | 0                          |
| Examination/Test                                     | 0          | 0          | 0          | 0          | 0          | 0                          |
| Harassment: Non-Sexual                               | 12         | 5          | 5          | 9          | 6          | 1                          |
| Harassment: Sexual                                   | 0          | 0          | 0          | 0          | 1          | 0                          |
| Medical Examination                                  | 0          | 0          | 0          | 0          | 0          | 0                          |
| Pay including overtime                               | 0          | 0          | 0          | 2          | 2          | 0                          |
| Promotion/Non-Selection                              | 4          | 2          | 5          | 6          | 1          | 0                          |
| Reassignment: Denied/Directed                        | 0          | 0          | 0          | 1          | 1          | 0                          |
| Reassignment: Directed                               | 0          | 0          | 0          | 0          | 0          | 0                          |
| Reasonable Accommodation                             | 1          | 2          | 1          | 3          | 5          | 2                          |
| Reinstatement*                                       | 0          | 0          | 0          | 0          | 0          | 0                          |
| Religious Accommodation                              | 0          | 0          | 0          | 0          | 0          | 2                          |
| Retirement*                                          | 1          | 0          | 0          | 0          | 0          | 0                          |
| Sex-Stereotyping                                     | 0          | 0          | 0          | 0          | 0          | 0                          |
| Telework                                             | 0          | 0          | 1          | 1          | 1          | 0                          |
| Termination                                          | 0          | 0          | 2          | 0          | 1          | 1                          |
| Terms/Conditions of Employment*                      | 5          | 0          | 0          | 0          | 0          | 0                          |
| Time and Attendance                                  | 1          | 3          | 2          | 3          | 2          | 0                          |
| Training                                             | 0          | 0          | 2          | 3          | 1          | 0                          |
| Other Terms/Conditions of Employment*                | 0          | 0          | 2          | 4          | 5          | 1                          |

| Part 4 Processing Time (Complaints Pending During FY)         |         |         |         |         |         |                      |
|---------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------|
|                                                               | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 03-31) |
| Average days in Investigation for all cases pending during FY | 133.73  | 143.4   | 138     | 177.78  | 109.91  | 79.00                |
| Average days in Final Action for all cases pending during FY  | 23.37   | 38.64   | 36.5    | 41      | 49.57   | 45.00                |
| Average days in Investigation with                            | 172.67  | 123.67  | 142.5   | 183.5   | 131.75  | 132.00               |
| Average days in Final Action with                             | 16.08   | 30.43   | 26.5    | 27.5    | 47.75   | 0.00                 |
| Average Days in Investigation without Hearing                 | 126     | 200     | 146.25  | 166.33  | 101.17  | 26.00                |
| Average Days in Final Action without Hearing                  | 38      | 61.67   | 56.5    | 49.33   | 51.33   | 45.00                |

| Part 5 Complaints Dismissed or Withdrawn   |         |         |         |         |         |                      |
|--------------------------------------------|---------|---------|---------|---------|---------|----------------------|
|                                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 03-31) |
| Total Complaints Dismissed by              | 4       | 0       | 1       | 1       | 0       | 0                    |
| Average Days Pending Prior to Dismissal    | 20      | 0       | 19      | 1565    | 0       | 0.00                 |
| Total Complaints Withdrawn by Complainants | 1       | 0       | 0       | 1       | 0       | 0                    |

| Part 6 Total Final Agency Actions Finding Discrimination |               |           |               |           |               |           |               |           |               |           |                            |                        |
|----------------------------------------------------------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|----------------------------|------------------------|
|                                                          | FY 2021 Count | FY 2021 % | FY 2022 Count | FY 2022 % | FY 2023 Count | FY 2023 % | FY 2024 Count | FY 2024 % | FY 2025 Count | FY 2025 % | FY 2026 Count (thru 03-31) | FY 2026 % (thru 03-31) |
| Total Number                                             | 0             |           | 1             |           | 0             |           | 0             |           | 0             |           | 0                          |                        |
| Findings Without Hearing                                 | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Findings With                                            | 0             | 0         | 1             | 100       | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |

## Part 7 Finding of Discrimination by Basis

|                       | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 03-<br>31) | FY 2026<br>%<br>(thru 03-<br>31) |
|-----------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Total Number Findings | 0                   |                 | 1                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                                    |                                  |
| Race                  | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Color                 | 0                   | 0.00            | 0                   | 0.00            | 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              | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Sex                   | 0                   | 0.00            | 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            | 0                   | 0.00            | 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                   | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Disability            | 0                   | 0.00            | 1                   | 100.0           | 0                   | 0.00            | 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                             |

Part 7 Finding of Discrimination by Basis (with Hearing)

|                        | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 03-31) | FY 2026<br>%<br>(thru 03-31) |
|------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|----------------------------------|------------------------------|
| Findings After Hearing | 0                   |                 | 1                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                                |                              |
| Race                   | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Color                  | 0                   | 0.00            | 0                   | 0.00            | 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               | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Sex                    | 0                   | 0.00            | 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            | 0                   | 0.00            | 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                    | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Disability             | 0                   | 0.00            | 1                   | 100.0           | 0                   | 0.00            | 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                         |

Part 7 Finding of Discrimination by Basis (without Hearing)

|                         | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 03-31) | FY 2026<br>%<br>(thru 03-31) |
|-------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|----------------------------------|------------------------------|
| Finding Without Hearing | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                                |                              |
| Race                    | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Color                   | 0                   | 0.00            | 0                   | 0.00            | 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                | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Sex                     | 0                   | 0.00            | 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            | 0                   | 0.00            | 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                     | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Disability              | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 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                         |

[illegible]

### Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

### Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

| Part 9 Complaints Pending from Previous FY By Status                |         |         |         |         |         |                            |
|---------------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                     | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>03-31) |
| Total complaints from previous Fiscal Years                         | 5       | 4       | 1       | 1       | 3       | 7                          |
| Total Complainants                                                  | 4       | 3       | 1       | 1       | 3       | 5                          |
| Complaints Pending Investigation                                    | 0       | 0       | 0       | 0       | 0       | 1                          |
| ROI issued, pending Complainant's                                   | 0       | 0       | 0       | 0       | 0       | 0                          |
| Complaints Pending in Hearing                                       | 5       | 4       | 0       | 1       | 3       | 6                          |
| Complaints Pending Final Agency                                     | 0       | 0       | 1       | 0       | 0       | 0                          |
| Complaints Pending Appeal with EEOC Office of<br>Federal Operations | 15      | 15      | 4       | 6       | 5       | 4                          |

| Part 10 Complaint Investigations                                |         |         |         |         |         |                            |
|-----------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>03-31) |
| Pending Complaints Where Investigations Exceed<br>Required Time | 0       | 0       | 0       | 0       | 0       | 0                          |