

**Equal Employment Opportunity Data Posted  
Pursuant to the No FEAR Act:**

**Internal Revenue Service Chief Counsel (IRSCC)**

For 3rd Quarter 2024 for period ending June 30, 2024

| Part 1 Complaint Activity  | Comparative Data          |      |      |      |      |                 |
|----------------------------|---------------------------|------|------|------|------|-----------------|
|                            | Previous Fiscal Year Data |      |      |      |      | 2024 Thru 06-30 |
|                            | 2019                      | 2020 | 2021 | 2022 | 2023 |                 |
| Number of Complaints Filed | 13                        | 9    | 15   | 8    | 9    | 10              |
| Number of Complainants     | 9                         | 8    | 9    | 5    | 8    | 9               |
| Repeat Filers              | 1                         | 1    | 3    | 2    | 1    | 1               |

| Part 2 Complaints by Basis                                                                                               | Comparative Data          |      |      |      |      |                 |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------|------|------|------|------|-----------------|
|                                                                                                                          | Previous Fiscal Year Data |      |      |      |      | 2024 Thru 06-30 |
|                                                                                                                          | 2019                      | 2020 | 2021 | 2022 | 2023 |                 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |                 |
| Race                                                                                                                     | 7                         | 3    | 7    | 3    | 3    | 7               |
| Color                                                                                                                    | 5                         | 2    | 6    | 2    | 2    | 6               |
| Religion                                                                                                                 | 5                         | 1    | 5    | 2    | 1    | 1               |
| Reprisal                                                                                                                 | 11                        | 8    | 11   | 7    | 5    | 8               |
| Sex                                                                                                                      | 8                         | 4    | 10   | 3    | 5    | 6               |
| PDA                                                                                                                      | 0                         | 0    | 0    | 2    | 0    | 1               |
| National Origin                                                                                                          | 5                         | 1    | 5    | 2    | 1    | 2               |
| Equal Pay Act                                                                                                            | 1                         | 0    | 0    | 1    | 1    | 1               |
| Age                                                                                                                      | 7                         | 3    | 6    | 2    | 5    | 7               |
| Disability                                                                                                               | 8                         | 7    | 9    | 5    | 4    | 5               |
| Genetics                                                                                                                 | 4                         | 1    | 2    | 2    | 1    | 1               |
| Non-EEO                                                                                                                  | 7                         | 2    | 6    | 2    | 1    | 1               |

| Part 3 Complaints By Issue                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Comparative Data          |      |      |      |      |                    |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|------|------|------|------|--------------------|
| <p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with:<br/>* are reported under Other Terms / Conditions of Employment.<br/>** are reported under Other Disciplinary Actions.</i></p> <p><i>The 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 for the current FY starting in FY2023.</i></p> | Previous Fiscal Year Data |      |      |      |      | 2024 Thru<br>06-30 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 2019                      | 2020 | 2021 | 2022 | 2023 |                    |
| Appointment/Hire                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 0                         | 0    | 0    | 0    | 0    | 1                  |
| Assignment of Duties*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1                         | 1    | 1    | 0    | 0    | 0                  |
| Awards                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2                         | 0    | 0    | 0    | 1    | 0                  |
| Conversion to Full Time/Perm Status*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0                         | 0    | 0    | 0    | 0    | 0                  |
| <b>Disciplinary Action</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                           |      |      |      |      |                    |
| Demotion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Reprimand**                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 0                         | 2    | 0    | 0    | 0    | 0                  |
| Suspension                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 0                         | 1    | 1    | 0    | 0    | 0                  |
| Removal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 0                         | 0    | 1    | 1    | 0    | 1                  |
| Other Disciplinary Actions**                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 0                         | 0    | 0    | 0    | 2    | 2                  |
| Other 2**                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Duty Hours*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Perf. Eval./ Appraisal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 8                         | 2    | 4    | 2    | 3    | 3                  |
| Examination/Test                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| <b>Harassment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                           |      |      |      |      |                    |
| Non-Sexual                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 8                         | 7    | 12   | 5    | 5    | 8                  |
| Sexual                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 0                         | 1    | 0    | 0    | 0    | 0                  |
| Medical Examination                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Pay including overtime                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 0                         | 0    | 0    | 0    | 0    | 1                  |
| Promotion/Non-Selection                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 3                         | 1    | 4    | 2    | 5    | 5                  |
| <b>Reassignment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                           |      |      |      |      |                    |
| Reassignment: Denied/Directed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 0                         | 1    | 0    | 0    | 0    | 1                  |
| Directed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Reasonable Accommodation Disability                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1                         | 2    | 1    | 2    | 1    | 2                  |
| Reinstatement*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Religious Accommodation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Retirement*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 0                         | 0    | 1    | 0    | 0    | 0                  |
| Sex-Stereotyping                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Telework                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1                         | 0    | 0    | 0    | 1    | 1                  |
| Termination                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 0                         | 0    | 0    | 0    | 2    | 0                  |
| Terms/Conditions of Employment*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1                         | 1    | 5    | 0    | 0    | 0                  |
| Time and Attendance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4                         | 0    | 1    | 3    | 2    | 2                  |
| Training                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0                         | 1    | 0    | 0    | 2    | 2                  |
| Other Terms/Conditions of Employment*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                         | 0    | 0    | 0    | 2    | 3                  |
| 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                  |









|                                       |   |     |   |   |   |   |   |   |   |   |   |   |
|---------------------------------------|---|-----|---|---|---|---|---|---|---|---|---|---|
| <b>Findings Without Hearing</b>       | 1 |     | 0 |   | 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 |
| <b>Disciplinary Action</b>            |   |     |   |   |   |   |   |   |   |   |   |   |
| 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 |
| Other 2**                             | 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 |
| <b>Harassment</b>                     |   |     |   |   |   |   |   |   |   |   |   |   |
| Sexual                                | 0 | 0   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-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 |
| <b>Reassignment</b>                   |   |     |   |   |   |   |   |   |   |   |   |   |
| Reassignment: Denied/Directed         | 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*       | 1 | 100 | 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 |

| Part 9 Complaints Pending from Previous Fiscal Years By Status | Comparative Data          |      |      |      |      |                    |
|----------------------------------------------------------------|---------------------------|------|------|------|------|--------------------|
|                                                                | Previous Fiscal Year Data |      |      |      |      | 2024 Thru<br>06-30 |
|                                                                | 2019                      | 2020 | 2021 | 2022 | 2023 |                    |
| Total complaints from previous Fiscal Years                    | 8                         | 14   | 5    | 4    | 1    | 1                  |
| Total Complainants                                             | 8                         | 4    | 4    | 3    | 1    | 1                  |
| <b>Number complaints pending</b>                               |                           |      |      |      |      |                    |
| Investigation                                                  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| ROI issued, pending Complainant's action                       | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Hearing                                                        | 8                         | 8    | 5    | 4    | 0    | 1                  |
| Final Agency Action                                            | 0                         | 6    | 0    | 0    | 1    | 0                  |
| Appeal with EEOC Office of Federal Operations                  | 9                         | 10   | 15   | 15   | 4    | 6                  |

| Part 10 Complaint Investigations                                    | Comparative Data          |      |      |      |      |                    |
|---------------------------------------------------------------------|---------------------------|------|------|------|------|--------------------|
|                                                                     | Previous Fiscal Year Data |      |      |      |      | 2024 Thru<br>06-30 |
|                                                                     | 2019                      | 2020 | 2021 | 2022 | 2023 |                    |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0                         | 0    | 0    | 0    | 0    | 0                  |