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

Internal Revenue Service Office of the Chief Counsel (IRSCC)

For 1st Quarter 2009 for period ending December 31, 2008

Note: Data provided through Treasury's I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 12/31/08 for the current and past five fiscal years. Mixed cases are included in this report.

	Comparative Data											
	F	2009										
Complaint Activity 2004 2005		2006 2007 200		2008	Thru 12-31							
Number of Complaints Filed	11	8	13	6	1	1						
Number of Complainants	11	7	13	6	1	1						
Repeat Filers	n/a	n/a	0	0	0	0						

		C	ompara	ative Da	ata	
Complaints by Basis	Pro					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	2009 Thru 12- 31
Race	4	5	1	1	0	0
Color	0	0	0	0	0	0
Religion	1	0	0	0	0	0
Reprisal	4	3	4	3	1	1
Sex	4	4	5	2	0	0
National Origin	0	3	1	1	0	1
Equal Pay Act	0	0	0	0	0	0
Age	2	1	1	0	1	0
Disability	3	0	4	3	0	1

	Comparative Data									
Complaints by Basis	Pro									
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	2009 Thru 12- 31				
Non-EEO	1	0	2	0	0	0				

		C	ompara	ative Da	ata				
Complaints by Issue	Previous Fiscal Year Data								
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	2009 Thru 12- 31			
Appointment/Hire	0	0	2	1	0	0			
Assignment of Duties	4	0	0	1	0	0			
Awards	0	0	1	0	0	0			
Conversion to Full-time	0	0	0	0	0	0			
Disciplinary Action									
Demotion	0	0	0	0	0	0			
Reprimand	0	0	0	0	0	0			
Suspension	0	0	0	1	0	0			
Removal	0	0	0	0	0	0			
Other	0	1	0	0	0	0			
Duty Hours	0	1	0	0	0	0			
Evaluation Appraisal	3	1	4	0	0	0			
Examination/Test	0	0	0	0	0	0			
Harassment									
Non-Sexual	2	3	4	4	1	1			
Sexual	0	0	2	0	0	0			
Medical Examination	0	0	0	0	0	0			
Pay (Including Overtime)	0	1	0	0	0	0			

		C	ompara	ative Da	ata				
Complaints by Issue	Previous Fiscal Year Data								
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	2009 Thru 12- 31			
Promotion/Non-Selection	5	1	2	0	0	0			
Reassignment									
Denied	0	0	0	0	0	0			
Directed	0	0	0	0	0	0			
Reasonable Accommodation	0	0	1	1	0	0			
Reinstatement	0	0	0	0	0	0			
Retirement	0	1	0	0	0	0			
Termination	0	1	0	0	0	0			
Terms/Conditions of Employment	2	2	2	0	0	0			
Time and Attendance	1	0	1	1	0	0			
Training	0	0	1	1	0	0			
Other	0	0	0	0	0	0			

		C	Comparat	ive Data							
Processing Time	Previous Fiscal Year Data										
	2004	2005	2006	2007	2008	Thru 12- 31					
Complaints pending during fiscal year											
Average number of days in investigation	290.50	318.60	285.14	248.60	295.40	0					
Average number of days in final action	305.33	346.00	113.67	112.78	150.00	0					
Complaint pending during fiscal year where hearing was requested											
Average number of days in investigation	263.67	345.00	229.25	233.57	322.50	0					
Average number of days in final action	0	0	8.00	8.33	0	0					

	Comparative Data											
Processing Time			2009 Thru									
	2004	2005	2006	2007	2008	12- 31						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	306.60	301.00	359.67	261.75	277.33	0						
Average number of days in final action	305.33	346.00	166.50	165.00	150.00	0						

	Comparative Data										
Ĩ		evious	Fiscal	Year D	ata	2009					
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 12- 31					
Total Complaints Dismissed by Agency	0	0	1	1	0	0					
Average days pending prior to dismissal	0	0	248	72	0	0					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	1	1	1	1	0	0					

* FY 2004-FY 2005 data is not available due to migration to ICMS.

Comparative Data												
	Previous Fiscal Year Data											009
Total Final Agency Actions Finding	20	04	20	05	20	006	20)07	20	08	1	hru 2- 31
Discrimination*	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

* FY 2004-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2009 findings do not include AJ decisions not fully implemented.

Findings of Discrimination	Comparative Data
----------------------------	------------------

		Pr	Previous Fiscal Year Data									
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not</i>	20	004	20	005	20	006	20	007	20	008	1	nru 2- 31
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		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	0	0	0	0	0	0	0	0	0	0
Sex	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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		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	0	0	0	0	0	0	0	0	0	0
Sex	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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination				С	om	para	tive	e Da	ta				
Rendered by Basis*	Previous Fiscal Year Data											2009	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	04	20	005	20	006	20	07	20	008	1	nru 2- 31	
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Findings Without Hearing	0		0		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	0	0	0	0	0	0	0	0	0	0	
Sex	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	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	

* FY 2004-FY 2005 data is not available due to migration to ICMS.

				С	om	para	tive	e Da	ta											
		Pr	evi		2009															
Findings of Discrimination Rendered by Issue*	20	04	20	05	20	006	20	07	20	08	Thru 12- 31									
	#	%	#	%	#	%	#	%	#	%	#	%								
Total Number Findings	0		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	0	0	0	0	0	0	0	0	0	0	0	0								
Disciplinary Action																				

				С	om	para	tiv	e Da	ita										
		Pr	evi	ous	Fis	cal	Yea	ır Da	ata		1 1	009							
Findings of Discrimination	20	004	20)05	2006		2007		2008		Thru 12- 31								
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%							
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	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							
Evaluation 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	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							
Retirement	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							

	Comparative Data												
		Previous Fiscal Year Data											
Findings of Discrimination	20	2004		2005		2006		2007		2008		Thru 12- 31	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0	
Findings After Hearing	0		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	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	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	
Evaluation 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	

	Comparative Data											
		Previous Fiscal Year Data										
Findings of Discrimination	20	2004		2005		2006		07	2008		Thru 12- 31	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	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
Retirement	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		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	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	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
Evaluation 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

				С	om	para	tiv	e Da	ta										
		Pr	evi	ous	Fis	cal	Yea	ır Da	ata		2009								
Findings of Discrimination	20	004	2005		2006		2007		2008		Thru 12- 31								
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%							
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	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							
Retirement	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0							

* FY 2004-FY 2005 data is not available due to migration to ICMS.

		C	ompara	ative Da	ıta									
Pending Complaints Filed in Previous Fiscal Years by Status	Pr	Previous Fiscal Year Data				2009 Thru								
	2004	2005	2006	2007	2008	12- 31								
Total complaints from previous Fiscal Years	13	12	10	16	6	<u>5</u>								
Total Complainants	13	12	9	16	6	5								

		Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status	Pr	evious	ata	2009 Thru							
	2004	2005	2006	2007	2008	12- 31					
Number complaints pending											
Investigation	0	0	1	0	0	1					
ROI issued, pending Complainant's action	0	0	0	0	0	<u>0</u>					
Hearing	0	0	1	0	0	<u>1</u>					
Final Agency Action	1	0	0	0	0	<u>0</u>					

	Pr	2009 Thru				
Complaint Investigations	2004	2005	2006	2007	2008	12- 31
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	6	1	1	1