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

Treasury Inspector General for Tax Administration (TIGTA)

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 Thru										
Complaint Activity	2004	2004 2005 2006 2007 2008										
Number of Complaints Filed	3	2	3	3	7	0						
Number of Complainants	3	2	3	3	7	0						
Repeat Filers	n/a	n/a	0	0	0	0						

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

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

		C	ompara	ative Da	ata	
Complaints by Basis	Pre	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2009 Thru 12- 31				
Race	1	1	3	1	2	0
Color	0	0	0	0	0	0
Religion	0	0	0	1	0	0
Reprisal	1	1	1	2	0	0
Sex	2	2	0	0	3	0
National Origin	0	0	1	1	2	0
Equal Pay Act	0	0	0	0	0	0
Age	2	1	0	0	0	0
Disability	0	0	1	0	3	0
Non-EEO	0	0	0	0	2	0

	Comparative Data											
	F	2009 Thru										
Processing Time	2004 2005 2006 2007 2008											
Complaints pending during fiscal year												
Average number of days in investigation	231.33	263.00	261.00	224.00	274.80	254.00						
Average number of days in final	711.67	522.33	85.00	13.00	0	3.00						

		C	ompara	tive Dat	а	
	F	2009				
Processing Time	2004	2005	2006	2007	2008	Thru 12-31
action						
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	231.33	263.00	0	224.00	259.67	0
Average number of days in final action	0	0	0	13.00	0	3.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	231.33	263.00	261.00	0	297.50	254.00
Average number of days in final action	711.67	522.33	85.00	0	0	0

	Comparative Data											
	Pro	ata	2009									
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 12- 31						
Total Complaints Dismissed by Agency	0	0	0	0	0	4						
Average days pending prior to dismissal	0	0	0	0	0	337						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	0	0	0	1	0						

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

				С	om	para	tiv	e Da	ta			
										009 1ru		
Total Final Agency Actions Finding	20	004	20	05	20	006	20	07	20	800	1	2- 31
Discrimination*	#	%	#	%	#	%	#	%	#	%	#	%

	Comparative Data												
	Previous Fiscal Year Data										2009 Thru		
Total Final Agency Actions Finding	20	04	20	05	20	06	20	07	20	1:		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				С	om	para	tive	e Da	ta			
Rendered by Basis*		Pr	evi	ous	Fis	cal	Yea	r Da	ata		1 -	009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	04	20	05	20	06	20	07	20	800	1	nru 2- 31
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0	_	0		0		0		0	L
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

Findings of Discrimination				С	om	para	tive	e Da	ta			
Rendered by Basis*		Pr	evi	ous	Fis	cal `	Yea	r Da	# % 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	04	20	05	20	06	20	07	20	800	1	nru 2- 31
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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 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

Findings of Discrimination	Comparative Data	
Rendered by Issue*	Previous Fiscal Year Data	2009

	20	2004		05	20	006	20	2007		800			
	#	%	#	%	#	%	#	%	#	%	#	%	
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													
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	

	Comparative Data												
		Previous Fiscal Year Data											
Findings of Discrimination	20	2004		2005		2006		07	2008		Thru 12- 31		
Rendered by Issue*	#	1	#	%	#	%	#	%	#	%	#	%	
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 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	

	Comparative Data												
	Previous Fiscal Year Data											009	
Findings of Discrimination		2004		2005		2006		07	07 20		1	nru 2- 31	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
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	
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	

	Comparative Data												
		Previous Fiscal Year Data											
Findings of Discrimination	20	2004		2005		2006		07	2008		1	nru 2- 31	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
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	
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0	

		C	ompara	ative Da	ata	
	Pre	evious	Fiscal	Year D	ata	2009
Pending Complaints Filed in Previous Fiscal Years by Status	0004	0005	0000	0007	0000	Thru 12-
. iodai i dai by Gtatab	2004	2005	2006	2007	2008	31

	Comparative Data									
	Pre	2009								
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 12- 31				
Total complaints from previous Fiscal Years	16	7	6	8	9	14				
Total Complainants	16	7	6	8	9	14				
Number complaints pending										
Investigation	0	0	0	0	1	2				
ROI issued, pending Complainant's action	0	0	0	0	0	0				
Hearing	0	0	0	0	1	2				
Final Agency Action	0	0	0	1	1	1				

	Comparative Data									
	Pre	2009								
Complaint Investigations	2004	2005	2006	2007	2008	Thru 12- 31				
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	2	1	2	1				