

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

**Internal Revenue Service
Office of the Chief Counsel (IRSCC)**

For 3rd Quarter 2008 for period ending June 30, 2008

Note: Data provided through Treasury's new I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 7/2/08 for the current and past five fiscal years. Mixed Cases are included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed	10	11	8	13	6	1
Number of Complainants	10	11	8	13	6	1
Repeat Filers	0	0	1	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Race	6	4	5	1	1	0
Color	0	0	0	0	0	0
Religion	0	1	0	0	0	0
Reprisal	7	4	3	4	3	1
Sex	3	4	4	5	2	0
National Origin	0	0	3	1	1	0
Equal Pay Act	0	0	0	0	0	0
Age	2	2	1	1	0	1
Disability	0	3	0	4	3	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Non-EEO	1	1	0	2	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Appointment/Hire	0	0	0	2	1	0
Assignment of Duties	1	4	0	0	1	0
Awards	0	0	0	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	0	0	0	0	0
Suspension	0	0	0	0	1	0
Removal	0	0	0	0	0	0
Other	0	0	1	0	0	0
Duty Hours	0	0	1	0	0	0
Evaluation Appraisal	1	3	1	4	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	2	3	4	4	1
Sexual	0	0	0	2	0	0
Medical Examination	0	0	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Pay (Including Overtime)	0	0	1	0	0	0
Promotion/Non-Selection	3	5	1	2	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	1	0	0	0	0	0
Reasonable Accommodation	0	0	0	1	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Termination	1	0	1	0	0	0
Terms/Conditions of Employment	1	2	2	2	0	0
Time and Attendance	1	1	0	1	1	0
Training	0	0	0	1	1	0
Other	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation	236.62	306.60	296.50	276.50	252.91	236.00
Average number of days in final action	330.00	305.33	346.00	113.67	112.78	150.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in	0	0	283.00	193.33	229.33	0

Findings of Discrimination Rendered by Basis*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 06- 30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
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

* FY 2003-FY 2004 data is not available due to migration to new ICMS.

Findings of Discrimination Rendered by Issue*	Comparative Data	
	Previous Fiscal Year Data	2008

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 06- 30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
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

* FY 2003-FY 2004 data is not available due to migration to new ICMS.

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data		
	Previous Fiscal Year Data		2008

	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years	14	13	12	10	16	6
Total Complainants	6	5	3	3	1	4
Number complaints pending						
Investigation	0	0	0	1	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	0	0	0	1	0	1
Final Agency Action	0	1	0	0	0	0

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06- 30
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	3	4	3	6	1	1