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

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

## For 2nd Quarter 2009 for period ending March 31, 2009

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 4/3/09 for the current and past five fiscal years. Mixed cases are included in this report.

		(	Compara	ative Dat	a								
	I	Previous Fiscal Year Data											
Complaint Activity	2004			2007	2008	Thru 03-31							
Number of Complaints Filed	11	8	13	6	1	3							
Number of Complainants	11	7	13	6	1	3							
Repeat Filers	n/a	n/a	0	0	0	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	2005	2006	2007	2008	2009 Thru 03- 31
Race	4	5	1	1	0	1
Color	0	0	0	0	0	0
Religion	1	0	0	0	0	0
Reprisal	4	3	4	3	1	3
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	2
Non-EEO	1	0	2	0	0	0

		C	ompara	ative Da	ata	
Complaints by Issue	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 03- 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	3
Sexual	0	0	2	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	0	0	0
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

		C	ompara	tive Da	ata	
Complaints by Issue	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	2005	2006	2007	2008	2009 Thru 03- 31
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

		С	ompara	tive Data	a	
	F	revious	Fiscal \	ear Dat	а	2009 Thru
Processing Time	2004	2005	2006	2007	2008	03- 31
Complaints pending during fiscal year						
Average number of days in investigation	290.50	318.60	285.14	252.86	295.40	0
Average number of days in final action	305.33	346.00	113.67	112.78	150.00	4.00
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	4.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	306.60	301.00	359.67	272.14	277.33	0
Average number of days in final action	305.33	346.00	166.50	165.00	150.00	0

		C	ompara	ative D	ata	
	Pro	evious	Fiscal	Year D	ata	2009
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 03- 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	1

<sup>\*</sup> Complete data for FY 2004-2005 is not available due to migration to ICMS.

	Comparative Data												
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata	-   -		009 hru	
Total Final Agency Actions Finding	20	04	20	05	20	06	20	07	20	800	0	11 u 13- 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	

<sup>\*</sup> 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*			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	C		nru 3- 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

Findings of Discrimination				С	om	para	tive	e Da	ıta			
Rendered by Basis*		Pr	evi	ous	Fis	cal	Yea	ır Da	ata			009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	04	20	05	2006		2007		7 20		0	nru 13- 31
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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	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 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

Findings of Discrimination				С	om	para	tive	e Da	ta					
Rendered by Basis*		Pr	evi	ous	Fis	cal `	Yea	r Da	2009					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	2004		2005		2005 2006		006 20		2007		800	0	nru 3- 31
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
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		

<sup>\*</sup> Complete data for FY 2004-2005 is not available due to migration to ICMS.

				С	om	para	tive	e Da	ta					
	Previous Fiscal Year Data													
Findings of Discrimination	20	004	2005 2006		20	07	20	800	0	nru 3- 81				
Rendered by Issue*	# % # %					%	#	%	#	%	#	%		
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		

				С	om	para	tiv	e Da	ıta			
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		1	009
Findings of Discrimination	20	04	20	05	20	06	20	07	20	008	0	nru 3- 31
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	

				С	om	para	tiv	e Da	ta				
		Previous Fiscal Year Data											
Findings of Discrimination	20	2004		2005		2006		2007		2008		Thru 03- 31	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
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	

	Comparative Data											
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		1 -	009
Findings of Discrimination	2004		2005		5 2006		20	2007		2008		nru 3- 31
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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
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

				С	om	para	tiv	e Da	Data										
	Previous Fiscal Year Data											2009							
Findings of Discrimination Rendered by Issue*	20	2004		2005		2006		07	2008		Thru 03- 31								
	#	%	#	%	#	%	#	%	#	%	#	%							
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							

<sup>\*</sup> Complete data for FY 2004-2005 is not available due to migration to ICMS.

	Comparative Data									
	Pre	2009								
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 03- 31				
Total complaints from previous Fiscal Years	13	12	10	16	6	5				
Total Complainants	13	12	9	16	6	5				
Number complaints pending										
Investigation	0	0	1	0	0	1				
ROI issued, pending Complainant's action	0	0	0	0	0	0				

	Comparative Data										
	Pre	2009									
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 03- 31					
Hearing	0	0	1	0	0	1					
Final Agency Action	1	0	0	0	0	0					

	Pre	2009 Thru				
Complaint Investigations	2004	2005	2006	2007	2008	03- 31
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	6	1	1	1