

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

Internal Revenue Service (IRS)

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	755	734	535	394	412	258
Number of Complainants	755	734	535	394	412	258
Repeat Filers	0	2	5	13	30	8

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	334	292	210	167	147	102
Color	0	2	4	7	17	11
Religion	46	34	27	12	16	16
Reprisal	335	295	210	182	156	96
Sex	256	274	187	124	110	87
National Origin	73	63	38	32	25	22
Equal Pay Act	0	0	1	0	2	1
Age	212	208	137	114	104	79
Disability	202	223	152	105	113	63
Non-EEO	16	28	21	13	12	26

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	1	6	14	11
Assignment of Duties	74	70	56	32	51	25
Awards	12	10	14	5	13	6
Conversion to Full-time	0	0	3	1	0	1
Disciplinary Action						
Demotion	4	7	5	3	5	3
Reprimand	52	44	25	18	9	11
Suspension	13	17	7	13	11	5
Removal	0	0	10	2	5	2
Other	0	2	21	22	7	7
Duty Hours	9	11	23	7	6	6
Evaluation Appraisal	163	167	84	93	79	47
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	272	282	155	159	175	114
Sexual	16	29	16	11	13	10
Medical Examination	0	0	0	0	0	1
Pay (Including Overtime)	9	14	7	13	15	9
Promotion/Non-Selection	176	159	86	79	77	72
Reassignment						
Denied	0	0	1	4	7	5
Directed	52	41	15	22	7	11
Reasonable Accommodation	0	2	6	17	40	16

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	
Reinstatement	4	4	4	14	5	2
Retirement	0	2	3	4	3	4
Termination	62	54	23	21	23	18
Terms/Conditions of Employment	87	121	194	169	28	29
Time and Attendance	94	120	48	43	26	17
Training	36	34	21	20	19	13
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	224.20	232.67	317.14	333.88	268.75	254.47
Average number of days in final action	430.89	410.30	357.85	90.15	109.49	125.44
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	178.50	259.50	307.86	302.72	243.64	166.33
Average number of days in final action	0	39.00	0	7.98	11.28	35.25
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	224.65	231.27	320.96	349.32	278.07	255.93

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
Average number of days in final action	430.89	412.62	368.13	149.96	180.97	199.96

Complaints Dismissed by Agency*	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency	0	1	1	93	56	37
Average days pending prior to dismissal	0	0	912	425	199	289
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	103	99	81	81	50	46

* FY 2003-FY2005 data is incomplete due to migration to new ICMS.

Total Final Agency Actions Finding Discrimination*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 06-30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		9		2	
Without Hearing	0	0	0	0	1	50	0	0	4	44	1	50
With Hearing	0	0	0	0	1	50	0	0	5	56	1	50

* FY 2003-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2008 findings do not include AJ decisions not fully implemented.

Findings of Discrimination Rendered by Basis*	Comparative Data					
	Previous Fiscal Year Data					2008 Thru 06-30
<i>Note: Complaints can be filed</i>	2003	2004	2005	2006	2007	

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 06-30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	20	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	3	60	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	1	20	0	0
Promotion/Non-Selection	0	0	0	0	1	100	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	2	40	1	100
Time and Attendance	0	0	0	0	0	0	0	0	1	20	0	0

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2008 Thru 06-30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	25	1	100
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	2	50	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	25	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 Thru 06-30
	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years	1002	923	966	945	808	755
Total Complainants	411	393	449	448	397	473
Number complaints pending						
Investigation	18	42	88	50	7	36
ROI issued, pending Complainant's action	2	1	12	3	1	15
Hearing	18	42	88	50	7	36
Final Agency Action	18	18	30	24	29	24

Complaint Investigations	Comparative Data	
	Previous Fiscal Year Data	2008

	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	76	166	209	134	34	64