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

Internal Revenue Service Office of the Chief Counsel (IRSCC)

For 3rd Quarter 2009 for period ending June 30, 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 6/30/09 for the current and past five fiscal years. Mixed cases are included in this report.

			Compara	ative Dat	a	
	F	Previous	Fiscal Y	ear Data	a	2009
Complaint Activity	2004	2005	2006	2007	2008	Thru 06-30
Number of Complaints Filed	11	8	13	6	1	4
Number of Complainants	11	7	13	6	1	4
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 06- 30
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	1
Disability	3	0	4	3	0	3
Non-EEO	1	0	2	0	0	1

		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 06- 30
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	1
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	4
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	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 06- 30
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	ompara	tive Dat	а	
	P	revious	Fiscal \	ear Dat	a	2009
Processing Time	2004	2005	2006	2007	2008	Thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation	290.50	318.60	285.14	252.86	298.00	378.67
Average number of days in final action	305.33	346.00	113.67	112.78	150.00	300
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	482.00
Average number of days in final action	0	0	8.00	8.33	0	300
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	327.00
Average number of days in final action	305.33	346.00	166.50	165.00	150.00	0

	Comparative Data											
	Pro	evious	Fiscal	Year D	ata	2009						
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 06- 30						
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						

^{*} 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		1	009
Total Final Agency Actions Finding		04	20	05	20	06	20	07	20	800	Thi 06 08 30	
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	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											
Rendered by Basis*	Previous Fiscal Year Data										2009 Thru	
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	0	1ru 6- 80
The sum of the bases may not 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	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	20	06	20	07	20	800	0	nru 6- 30
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	
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*	Previous Fiscal Year										1 -	09
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	04	20	05	20	006	20	07	20	800	0	nru 6- 80
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

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

				С	om	para	tive	e Da	ta			
		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		_	009
Findings of Discrimination	20	2004 2005 2006 2007		2005		2005 2006		07	2008		0	nru 16- 30
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	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	hru 16- 30
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	

	Comparative Data												
		Previous Fiscal Year Data											
Findings of Discrimination	20	2004		2005		2006		2007		2008		Thru 06- 30	
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		2009 Thru	
Findings of Discrimination	20	2004 20		2005		2006		07	2008		06- 30	
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 06- 30								
	#	%	#	%	#	%	#	%	#	%	#	%							
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							

^{*} 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 06- 30				
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	0				
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 06- 30					
Hearing	0	0	1	0	0	0					
Final Agency Action	1	0	0	0	0	0					

	Pro	2009 Thru				
Complaint Investigations	2004	2005	2006	2007	2008	06- 30
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	6	1	1	0