

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

**Treasury Inspector General for Tax Administration (TIGTA)**

**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.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06-30
	2004	2005	2006	2007	2008	
Number of Complaints Filed	3	2	3	3	7	1
Number of Complainants	3	2	3	3	7	1
Repeat Filers	n/a	n/a	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
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	1
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	1
Disability	0	0	1	0	3	1
Non-EEO	0	0	0	0	2	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	2	2	0
Awards	0	0	0	0	2	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	2	0	0	0	0	0
Suspension	0	0	0	0	0	1
Removal	0	0	1	0	0	0
Other	0	0	1	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	2	1	2	2	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	1	1	1	3	5	1
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	1	0	0	0	0	0
<b>Reassignment</b>						
Denied	0	0	0	1	0	0
Directed	1	0	1	0	0	0
Reasonable Accommodation	0	0	0	1	2	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Reinstatement	0	0	1	0	0	0
Retirement	0	0	1	0	0	0
Termination	0	1	0	0	1	0
Terms/Conditions of Employment	0	1	1	0	1	0
Time and Attendance	1	1	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06-30
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	231.33	263.00	261.00	224.00	277.25	357.60
Average number of days in final action	711.67	522.33	85.00	13.00	0	46.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	231.33	263.00	0	224.00	259.67	383.50
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	330.00	340.33
Average number of days in final	711.67	522.33	85.00	0	0	133.00

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06-30
	2004	2005	2006	2007	2008	
action						

Complaints Dismissed by Agency*	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06-30
	2004	2005	2006	2007	2008	
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

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

Total Final Agency Actions Finding Discrimination*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 06-30	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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 Rendered by Basis*	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06-30
	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases.</i>						













Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 06- 30	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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.

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 06- 30
	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years	16	7	6	8	9	14
Total Complainants	16	7	6	8	9	14
<b>Number complaints pending</b>						
Investigation	0	0	0	0	1	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	0	0	0	0	1	0

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2009 Thru 06- 30</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Final Agency Action	0	0	0	1	1	1

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2009 Thru 06- 30</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	2	1	3	0