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.

	Comparative Data											
	F	2008										
Complaint Activity	2003	2005	2006	2007	Thru 06-30							
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						

		C	ompara	ative Da	ata	
Complaints by Basis	Pro	ata				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	2008 Thru 06- 30
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	Des	Comparative Data Previous Fiscal Year Data									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	2008 Thru 06- 30					
Non-EEO	1	1	0	2	0	0					

	Comparative Data										
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.	2003	2004	2005	2006	2007	2008 Thru 06- 30					
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					

		C	ompara	ative 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.	2003	2004	2005	2006	2007	2008 Thru 06- 30
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

		C	ompara	tive Dat	а	
	F	revious	Fiscal \	ear Dat	а	2008
Processing Time	2003	Thru 06-30				
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

	Comparative Data											
	P	revious	Fiscal \	ear Dat	а	2008						
Processing Time	2003	2004	2005	2006	2007	Thru 06-30						
investigation												
Average number of days in final action	0	0	0	8.00	8.33	0						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	236.62	306.60	301.00	359.67	261.75	236.00						
Average number of days in final action	330.00	305.33	346.00	166.50	165.00	150.00						

	Comparative Data										
	Pro	Previous Fiscal Year Data									
Complaints Dismissed by Agency*	2003	2004	2005	2006	2007	Thru 06- 30					
Total Complaints Dismissed by Agency	0	0	0	1	1	0					
Average days pending prior to dismissal	0	0	0	248	72	0					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	4	1	1	1	1	0					

^{*} FY 2003-FY2005 data is not available due to migration to new ICMS.

	Comparative Data											
	Previous Fiscal Year Data									2008 Thru		
Total Final Agency Actions Finding	2003 2004 2005		05	20	06	20	2007		6- 80			
Discrimination*	# %		#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data											
	Previous Fiscal Year Data							2008 Thru				
Total Final Agency Actions Finding	2003 2004		2004 2005		20	06	20	07	06- 30			
Discrimination*	#	%	#	%	#	%	#	%	#	%	#	%
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

^{*} 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				С	om	para	tive	e Da	ta			
Rendered by Basis*		Pr	evi	ous	Fis	cal	Yea	r Da	ata		2008 Thru	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	2003		2004		2005		06	2007		0	nru 16- 30
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
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

Findings of Discrimination				С	om	para	tive	e Da	ta			
Rendered by Basis*		Pr	evi	ous	Fis	cal `	Yea	ır Da	ata		2008 Thru	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	20	003 %	20	004 %	20	005 %	20	006 %	20)07 %	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	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

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

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

	20	2003 20		004	20	05	20	006	20	07		
	#	%	#	%	#	%	#	%	#	%	#	%
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
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

	Comparative Data											
	Previous Fiscal Year Data									2008 Thru		
Findings of Discrimination	20	2003		2004		2005		06	06 20		0	nru 6- 80
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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	
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

	Comparative Data											
	Previous Fiscal Year Data									2008 Thru		
Findings of Discrimination		003	2004		2005		20	06	06 20		0	1ru 6- 80
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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 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

	Comparative Data												
	Previous Fiscal Year Data										1	800	
Findings of Discrimination	20	2003		2004		05	20	06	06 20		0	nru 6- 80	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
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	Comparative Data	
Fiscal Years by Status	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

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