

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

Internal Revenue Service (IRS)

For 1st Quarter 2010 for period ending December 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 1/6/10 for the current and past five fiscal years. Mixed cases are included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 12-31
	2005	2006	2007	2008	2009	
Number of Complaints Filed	534	396	412	361	262	90
Number of Complainants	529	383	371	338	236	89
Repeat Filers	5	13	30	21	23	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	
Race	210	168	147	151	96	40
Color	4	7	17	19	11	3
Religion	26	12	16	23	7	2
Reprisal	210	183	156	151	127	37
Sex	187	124	110	124	86	24
National Origin	38	32	25	34	20	6
Equal Pay Act	1	0	2	2	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	
Age	136	115	104	109	82	31
Disability	151	107	113	90	69	20
Non-EEO	21	13	12	29	11	2

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	
Appointment/Hire	1	6	14	13	10	3
Assignment of Duties	57	33	51	36	33	8
Awards	14	6	13	8	6	2
Conversion to Full-time	3	1	0	2	0	0
Disciplinary Action						
Demotion	4	3	5	4	1	0
Reprimand	25	18	9	15	9	2
Suspension	7	13	11	7	15	2
Removal	10	2	5	4	3	0
Other	21	22	7	17	10	1
Duty Hours	23	7	6	9	6	2
Evaluation Appraisal	84	93	79	69	57	11

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	
Examination/Test	0	0	1	0	0	1
Harassment						
Non-Sexual	155	161	175	184	128	39
Sexual	16	11	13	12	8	1
Medical Examination	0	0	0	2	1	3
Pay (Including Overtime)	7	13	15	12	8	1
Promotion/Non-Selection	86	80	77	89	62	23
Reassignment						
Denied	1	4	7	6	4	3
Directed	15	22	7	13	4	1
Reasonable Accommodation	6	17	40	23	20	4
Reinstatement	4	14	5	2	0	1
Retirement	3	4	3	6	3	0
Termination	23	21	23	35	16	12
Terms/Conditions of Employment	194	169	28	37	23	4
Time and Attendance	48	44	26	29	25	5
Training	21	20	19	17	10	2
Other	0	0	0	1	1	0

Processing Time	Comparative Data
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	Previous Fiscal Year Data					2010 Thru 12-31
	2005	2006	2007	2008	2009	
Complaints pending during fiscal year						
Average number of days in investigation	231.32	256.15	202.51	174.19	162.49	123.57
Average number of days in final action	589.54	136.05	160.75	145.97	149.63	68.98
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	136.82	158.46	120.36	83.70	30.77	0
Average number of days in final action	0	7.86	11.19	7.24	6.76	15.35
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	316.74	354.63	294.04	252.72	250.30	196.59
Average number of days in final action	607.36	220.37	256.83	239.59	252.50	117.73

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 12-31
	2005	2006	2007	2008	2009	
Total Complaints Dismissed by Agency	1	93	61	56	42	10
Average days pending prior to dismissal	6	419	180	268	169	233
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	85	84	50	65	32	6

Total Final Agency Actions Finding Discrimination (FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2010 findings do not include AJ decisions not fully implemented.)	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 12-31	
	2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		10		5		3		2	
Without Hearing	1	50	1	100	5	50	1	20	1	33	0	0
With Hearing	1	50	0	0	5	50	4	80	2	67	2	100

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 12-31	
	2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		10		5		3		2	
Race	0	0	0	0	0	0	0	0	0	0	1	50
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	1	100	0	0	6	60	1	20	2	67	0	0
Sex	1	100	0	0	1	10	0	0	0	0	0	0
National Origin	1	100	0	0	0	0	0	0	0	0	2	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	20	0	0	0	0
Disability	0	0	1	100	3	30	3	60	1	33	0	0
Non-EEO	0	0	0	0	1	10	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 12-31	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	1		0		5		4		2		2	
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	1	50	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	1	20	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	3	60	2	50	1	50	1	50
Sexual	0	0	0	0	0	0	0	0	1	50	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	20	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 12- 31
	2005	2006	2007	2008	2009	
Total complaints from previous Fiscal Years	818	757	584	509	478	411
Total Complainants	813	744	560	457	421	356
Number complaints pending						
Investigation	93	54	8	11	2	52
ROI issued, pending Complainant's action	12	3	1	5	3	15
Hearing	141	175	159	161	185	248
Final Agency Action	17	19	30	26	13	20
Appeal with EEOC Office of Federal Operations	0	0	1	0	0	0

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 12- 31
	2005	2006	2007	2008	2009	
Pending Complaints Where Investigations Exceed Required Time Frames	234	152	40	44	23	21