

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Office of the Comptroller of the Currency (OCC)

For 2nd Quarter 2020 for period ending March 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 03-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	15	18	23	30	16	18
Number of Complainants	15	18	22	25	15	18
Repeat Filers	0	0	1	3	1	0

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 03-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	9	5	13	17	4	8
Color	5	3	6	4	1	3
Religion	2	0	2	1	2	0
Reprisal	10	8	15	16	6	9
Sex	8	8	5	16	5	6
PDA	0	0	0	1	0	0
National Origin	2	2	6	5	2	1

Equal Pay Act	1	1	1	1	0	1
Age	4	8	9	8	6	7
Disability	5	8	8	12	4	7
Genetics	1	0	0	0	0	0
Non-EEO	3	0	2	3	2	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	6	4	3	4	2	4
Assignment of Duties	2	1	2	7	2	1
Awards	1	0	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	1	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	1	1	2	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	1	0	1
Other (DO NOT USE)	0	0	0	1	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	3	5	13	8	2	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	6	7	12	10	7	7
Sexual	1	1	0	1	1	0
Medical Examination	1	0	0	0	0	0
Pay including overtime	1	0	3	4	0	2
Promotion/Non-Selection	1	2	0	1	1	1

<b>Reassignment</b>						
Denied	0	0	1	0	0	0
Directed	0	2	1	1	0	0
Reasonable Accommodation Disability	2	4	5	5	1	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	5	1	1	0
Termination	0	1	3	4	0	2
Terms/Conditions of Employment	1	3	3	5	4	0
Time and Attendance	2	1	1	4	1	1
Training	3	0	1	0	1	0
<b>Other</b>						
Equal Pay Act (DO NOT USE)	0	1	2	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 03-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	171.80	192.75	221.90	185.24	163.71	153.00
Average number of days in final action	22.50	29.90	51.56	40.22	41.62	36.14
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	153.14	203.75	221.10	201.12	172.57	161.00

Average number of days in final action	18.67	23.33	44.00	33.50	41.33	30.60						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	215.33	187.25	222.70	173.71	163.00	147.00						
Average number of days in final action	34.00	32.71	52.50	47.00	42.25	50.00						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru 03-31</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total Complaints Dismissed by Agency	2	1	1	2	2	0						
Average days pending prior to dismissal	23	68	13	24	0	0						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	3	0	1	1	4	0						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru 03-31</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	0	0	1	0	0	0						
Without Hearing	0	0	1	0	0	0						
With Hearing	0	0	0	0	0	0						
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru 03-31</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0	0	1	0	0	0						
Race	0	0	1	0	0	0						

Color	0	0	0	0	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
PDA	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	1	100	0	0	0	0	0	0
Genetics	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
<b>Findings After Hearing</b>	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
PDA	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
Genetics	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
<b>Findings Without Hearing</b>	0		0		1		0		0		0	
Race	0	0	0	0	1	100	0	0	0	0	0	0

Color	0	0	0	0	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
PDA	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	1	100	0	0	0	0	0	0
Genetics	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru 03-31</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		0		1		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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
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 (DO NOT USE)	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
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0









<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 03- 31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total complaints from previous Fiscal Years	13	11	13	15	15	16
Total Complainants	13	11	13	14	15	15
<b>Number complaints pending</b>						
Investigation	0	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	13	10	12	15	14	15
Final Agency Action	0	0	1	0	1	1
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 03- 31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0