

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

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	23	30	16	27	14	2
Number of Complainants	22	25	15	26	11	2
Repeat Filers	1	3	1	1	2	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Race	13	17	4	13	3	1
Color	6	4	1	4	0	0
Religion	2	1	2	0	0	0
Reprisal	15	16	6	15	10	2
Sex	5	16	5	10	4	0
PDA	0	1	0	0	0	0
National Origin	6	5	2	2	0	0

Equal Pay Act	1	1	0	1	0	0
Age	9	8	6	9	5	0
Disability	8	12	4	9	7	2
Genetics	0	0	0	0	0	0
Non-EEO	2	3	2	1	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Appointment/Hire	3	4	2	5	2	0
Assignment of Duties	2	7	2	3	1	0
Awards	0	1	0	0	1	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	1	0
Reprimand	1	1	2	1	1	0
Suspension	0	0	0	0	0	1
Removal	0	1	0	1	0	0
Other (DO NOT USE)	0	1	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	13	8	2	6	3	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	12	10	7	12	7	1
Sexual	0	1	1	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	4	0	3	1	0
Promotion/Non-Selection	0	1	1	1	5	0

<b>Reassignment</b>						
Denied	1	0	0	0	1	0
Directed	1	1	0	0	1	0
Reasonable Accommodation Disability	5	5	1	3	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	5	1	1	0	0	0
Termination	3	4	0	2	0	0
Terms/Conditions of Employment	3	5	4	1	0	0
Time and Attendance	1	4	1	1	0	1
Training	1	0	1	0	0	0
<b>Other</b>						
Equal Pay Act (DO NOT USE)	2	0	0	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					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	221.90	185.24	163.71	126.43	137.14	155.50
Average number of days in final action	51.56	40.22	41.62	41.87	32.50	7.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	221.10	201.12	172.57	129.09	147.12	155.50

Average number of days in final action	44.00	33.50	41.33	42.11	27.83	7.50							
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation	222.70	173.71	163.00	128.38	128.00	0							
Average number of days in final action	52.50	47.00	42.25	40.40	37.14	0							
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2022 Thru 12-31</b>		
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>								
Total Complaints Dismissed by Agency	1	2	2	1	0	0							
Average days pending prior to dismissal	13	24	0	239	0	0							
<b>Complaints Withdrawn by Complainants</b>													
Total Complaints Withdrawn by Complainants	1	1	4	2	2	0							
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2022 Thru 12-31</b>		
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</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	1	0	0	0	1	0	0						
Without Hearing	1	100	0	0	0	0	0	0	0	1	100	0	0
With Hearing	0	0	0	0	0	0	0	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>2022 Thru 12-31</b>		
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>								
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>													
<b>Total Number Findings</b>	1	0	0	0	1	0	0						
Race	1	100	0	0	0	0	0	0	0	1	100	0	0

Color	1	100	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	100	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	0	0
Sex	1	100	0	0	0	0	0	0	1	100	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	1	100	0	0	0	0	0	0	1	100	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	1	100	0	0
<b>Findings After Hearing</b>												
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>												
Race	1	100	0	0	0	0	0	0	1	100	0	0











Sexual	0	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	0
Pay including overtime	0	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	0
Reassignment													
Denied	0	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	0
Reasonable Accommodation Disability	1	100	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	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	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	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	0
Terms/Conditions of Employment	0	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	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define													
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	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>2022 Thru 12-31</b>		
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>								
Total complaints from previous Fiscal Years	13	15	15	9	10								16

Total Complainants	13	14	15	8	9	13
<b>Number complaints pending</b>						
Investigation	0	0	0	0	1	3
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	12	15	14	8	9	13
Final Agency Action	1	0	1	1	1	1
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 12-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0