

Equal Employment Opportunity Data Posted  
Pursuant to the ECFEA/No FEAR Act:

Office of the Comptroller of the Currency  
(OCC)

For 1st Quarter 2025 for period ending December 31, 2024

| Part 1 Complaint Activity  | Comparative Data          |      |      |      |      |                 |
|----------------------------|---------------------------|------|------|------|------|-----------------|
|                            | Previous Fiscal Year Data |      |      |      |      | 2025 Thru 12-31 |
|                            | 2020                      | 2021 | 2022 | 2023 | 2024 |                 |
| Number of Complaints Filed | 27                        | 14   | 9    | 10   | 32   | 7               |
| Number of Complainants     | 26                        | 11   | 8    | 9    | 28   | 6               |
| Repeat Filers              | 1                         | 2    | 1    | 1    | 4    | 1               |

| Part 2 Complaints by Basis   | Comparative Data          |      |      |      |      |                 |
|--|---------------------------|------|------|------|------|-----------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2025 Thru 12-31 |
|  | 2020                      | 2021 | 2022 | 2023 | 2024 |                 |
| <small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small> |                           |      |      |      |      |                 |
| Race   | 13                        | 3    | 4    | 2    | 13   | 1               |
| Color  | 4                         | 0    | 2    | 0    | 7    | 0               |
| Religion   | 0                         | 0    | 0    | 0    | 2    | 0               |
| Reprisal   | 15                        | 10   | 7    | 5    | 17   | 6               |
| Sex  | 10                        | 4    | 2    | 5    | 6    | 0               |
| PDA  | 0                         | 0    | 0    | 0    | 0    | 0               |
| National Origin  | 2                         | 0    | 2    | 2    | 4    | 0               |
| Equal Pay Act  | 1                         | 0    | 0    | 0    | 0    | 0               |
| Age  | 9                         | 5    | 1    | 3    | 15   | 3               |
| Disability   | 9                         | 7    | 5    | 7    | 14   | 6               |
| Genetics   | 0                         | 0    | 0    | 0    | 1    | 0               |
| Non-EEO  | 1                         | 0    | 0    | 0    | 0    | 0               |

| Part 3 Complaints By Issue  | Comparative Data          |      |      |      |      |                    |
|---|---------------------------|------|------|------|------|--------------------|
| <p>Note: Complaints can be filed alleging multiple bases.<br/>The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with:<br/>* are reported under Other Terms / Conditions of Employment.<br/>** are reported under Other Disciplinary Actions.</p> <p>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</p> | Previous Fiscal Year Data |      |      |      |      | 2025 Thru<br>12-31 |
|   | 2020                      | 2021 | 2022 | 2023 | 2024 |                    |
| Appointment/Hire  | 5                         | 2    | 0    | 2    | 3    | 0                  |
| Assignment of Duties*   | 3                         | 1    | 0    | 0    | 0    | 0                  |
| Awards  | 0                         | 1    | 0    | 0    | 0    | 0                  |
| Conversion to Full Time/Perm Status*  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Disciplinary Action   |                           |      |      |      |      |                    |
| Demotion  | 0                         | 1    | 0    | 1    | 0    | 0                  |
| Reprimand**   | 1                         | 1    | 0    | 0    | 0    | 0                  |
| Suspension  | 0                         | 0    | 2    | 0    | 0    | 0                  |
| Removal   | 1                         | 0    | 0    | 0    | 1    | 0                  |
| Other Disciplinary Actions**  | 0                         | 0    | 0    | 0    | 4    | 0                  |
| Other 2**   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Duty Hours*   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Perf. Eval./ Appraisal  | 6                         | 3    | 3    | 2    | 11   | 1                  |
| Examination/Test  | 0                         | 0    | 1    | 0    | 0    | 0                  |
| Harassment  |                           |      |      |      |      |                    |
| Non-Sexual  | 12                        | 7    | 4    | 5    | 20   | 3                  |
| Sexual  | 1                         | 0    | 1    | 0    | 0    | 0                  |
| Medical Examination   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Pay including overtime  | 3                         | 1    | 1    | 1    | 3    | 0                  |
| Promotion/Non-Selection   | 1                         | 5    | 1    | 1    | 4    | 1                  |
| Reassignment  |                           |      |      |      |      |                    |
| Reassignment: Denied/Directed   | 0                         | 1    | 0    | 0    | 0    | 0                  |
| Directed  | 0                         | 1    | 0    | 1    | 1    | 0                  |
| Reasonable Accommodation Disability   | 3                         | 0    | 1    | 3    | 8    | 3                  |
| Reinstatement*  | 0                         | 0    | 1    | 0    | 0    | 0                  |
| Religious Accommodation   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Retirement*   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Sex-Stereotyping  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Telework  | 0                         | 0    | 0    | 0    | 1    | 1                  |
| Termination   | 2                         | 0    | 0    | 2    | 4    | 1                  |
| Terms/Conditions of Employment*   | 1                         | 0    | 1    | 0    | 0    | 0                  |
| Time and Attendance   | 1                         | 0    | 1    | 0    | 2    | 2                  |
| Training  | 0                         | 0    | 0    | 0    | 3    | 0                  |
| Other Terms/Conditions of Employment*   | 0                         | 0    | 0    | 3    | 10   | 2                  |
| User Defined - Other 1*   | 0                         | 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                  |

| Part 4 Processing Time  | Comparative Data          |        |        |        |        |                 |
|---|---------------------------|--------|--------|--------|--------|-----------------|
|   | Previous Fiscal Year Data |        |        |        |        | 2025 Thru 12-31 |
|   | 2020                      | 2021   | 2022   | 2023   | 2024   |                 |
| Complaints pending during fiscal year                                 |                           |        |        |        |        |                 |
| Average number of days in investigation                               | 126.43                    | 137.14 | 151.71 | 143.67 | 138.1  | 166.14          |
| Average number of days in final action                                | 41.87                     | 32.5   | 31.36  | 30.38  | 49.58  | 52.00           |
| Complaints pending during fiscal year where hearing was requested     |                           |        |        |        |        |                 |
| Average number of days in investigation                               | 129.09                    | 147.13 | 153.5  | 180    | 157.25 | 191.80          |
| Average number of days in final action                                | 42.11                     | 27.83  | 23.63  | 20.4   | 39     | 0.00            |
| Complaints pending during fiscal year where hearing was not requested |                           |        |        |        |        |                 |
| Average number of days in investigation                               | 128.38                    | 128    | 149.33 | 135.33 | 125.82 | 113.00          |
| Average number of days in final action                                | 40.4                      | 37.14  | 52     | 54     | 54.38  | 52.00           |

| Part 5 Complaints Dismissed by Agency      | Comparative Data          |      |      |      |      |                 |
|--|---------------------------|------|------|------|------|-----------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2025 Thru 12-31 |
|  | 2020                      | 2021 | 2022 | 2023 | 2024 |                 |
| Part 5 Complaints Dismissed by Agency      | 1                         | 0    | 1    | 0    | 1    | 0               |
| Average days pending prior to dismissal    | 239                       | 0    | 19   | 0    | 35   | 0.00            |
| Complaints Withdrawn by Complainants       |                           |      |      |      |      |                 |
| Total Complaints Withdrawn by Complainants | 2                         | 2    | 0    | 1    | 1    | 0               |

| Part 6 Total Final Agency Actions Finding Discrimination | Comparative Data          |   |      |     |      |   |      |   |      |   |                 |   |
|--|---------------------------|---|------|-----|------|---|------|---|------|---|-----------------|---|
|  | Previous Fiscal Year Data |   |      |     |      |   |      |   |      |   | 2025 Thru 12-31 |   |
|  | 2020                      |   | 2021 |     | 2022 |   | 2023 |   | 2024 |   |                 |   |
|  | #                         | % | #    | %   | #    | % | #    | % | #    | % | #               | % |
| Total Number Findings                                    | 0                         |   | 1    |     | 0    |   | 0    |   | 0    |   | 0               |   |
| Without Hearing  | 0                         | 0 | 1    | 100 | 0    | 0 | 0    | 0 | 0    | 0 | 0               | 0 |
| With Hearing   | 0                         | 0 | 0    | 0   | 0    | 0 | 0    | 0 | 0    | 0 | 0               | 0 |

| Part 7 Finding of Discrimination Rendered by Basis   | Comparative Data          |      |      |        |      |      |      |      |      |      |                 |      |
|--|---------------------------|------|------|--------|------|------|------|------|------|------|-----------------|------|
|  | Previous Fiscal Year Data |      |      |        |      |      |      |      |      |      | 2025 Thru 12-31 |      |
|  | 2020                      |      | 2021 |        | 2022 |      | 2023 |      | 2024 |      |                 |      |
| #  | %                         | #    | %    | #      | %    | #    | %    | #    | %    | #    | %               |      |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. |                           |      |      |        |      |      |      |      |      |      |                 |      |
| Total Number Findings  | 0                         |      | 1    |        | 0    |      | 0    |      | 0    |      | 0               |      |
| Race   | 0                         | 0.00 | 1    | 100.00 | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |
| Color  | 0                         | 0.00 | 0    | 0.00   | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |
| Religion   | 0                         | 0.00 | 1    | 100.00 | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |
| Reprisal   | 0                         | 0.00 | 0    | 0.00   | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |
| Sex  | 0                         | 0.00 | 1    | 100.00 | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |
| PDA  | 0                         | 0.00 | 0    | 0.00   | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |
| National Origin  | 0                         | 0.00 | 0    | 0.00   | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |
| Equal Pay Act  | 0                         | 0.00 | 0    | 0.00   | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |
| Age  | 0                         | 0.00 | 0    | 0.00   | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |
| Disability   | 0                         | 0.00 | 1    | 100.00 | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |
| Genetics   | 0                         | 0.00 | 0    | 0.00   | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |
| Non-EEO  | 0                         | 0.00 | 1    | 100.00 | 0    | 0.00 | 0    | 0.00 | 0    | 0.00 | 0               | 0.00 |

|                         |   |      |   |        |   |      |   |      |   |      |   |      |
|-------------------------|---|------|---|--------|---|------|---|------|---|------|---|------|
| Findings After Hearing  | 0 |      | 0 |        | 0 |      | 0 |      | 0 |      | 0 |      |
| Race                    | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color                   | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion                | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal                | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Sex                     | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA                     | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin         | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act           | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age                     | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability              | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Genetics                | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO                 | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                         |   |      |   |        |   |      |   |      |   |      |   |      |
| Finding Without Hearing | 0 |      | 1 |        | 0 |      | 0 |      | 0 |      | 0 |      |
| Race                    | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Color                   | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion                | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal                | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Sex                     | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA                     | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin         | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act           | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age                     | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability              | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Genetics                | 0 | 0.00 | 0 | 0.00   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO                 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |





|                                       |   |   |   |     |   |   |   |   |   |   |   |   |
|---------------------------------------|---|---|---|-----|---|---|---|---|---|---|---|---|
| Findings Without Hearing              | 0 |   | 1 |     | 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/Perm Status*  | 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 Disciplinary Actions**          | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other 2**                             | 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 |
| Examination/Test                      | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment                            |   |   |   |     |   |   |   |   |   |   |   |   |
| Sexual                                | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-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                          |   |   |   |     |   |   |   |   |   |   |   |   |
| Reassignment: Denied/Directed         | 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 Disability   | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement*                        | 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 |
| Retirement*                           | 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 |
| Telework                              | 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 Terms/Conditions of Employment* | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 1*               | 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 |
| User Defined - Other 3*               | 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 |

| Part 9 Complaints Pending from Previous Fiscal Years By Status | Comparative Data          |      |      |      |      |                    |
|--|---------------------------|------|------|------|------|--------------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2025 Thru<br>12-31 |
|  | 2020                      | 2021 | 2022 | 2023 | 2024 |                    |
| Total complaints from previous Fiscal Years                    | 9                         | 10   | 5    | 2    | 1    | 19                 |
| Total Complainants   | 8                         | 9    | 4    | 2    | 1    | 17                 |
| Number complaints pending                                      |                           |      |      |      |      |                    |
| Investigation  | 0                         | 1    | 0    | 0    | 0    | 6                  |
| ROI issued, pending Complainant's action                       | 0                         | 0    | 0    | 0    | 0    | 1                  |
| Hearing  | 8                         | 9    | 5    | 1    | 0    | 9                  |
| Final Agency Action  | 1                         | 1    | 1    | 0    | 0    | 1                  |
| Appeal with EEOC Office of Federal Operations                  | 19                        | 18   | 15   | 3    | 5    | 4                  |

| Part 10 Complaint Investigations                                    | Comparative Data          |      |      |      |      |                    |
|---|---------------------------|------|------|------|------|--------------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2025 Thru<br>12-31 |
|   | 2020                      | 2021 | 2022 | 2023 | 2024 |                    |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0                         | 0    | 0    | 0    | 0    | 0                  |