

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

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	15	18	23	30	16	5
Number of Complainants	15	18	22	25	15	5
Repeat Filers	0	0	1	3	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	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	3
Color	5	3	6	4	1	1
Religion	2	0	2	1	2	0
Reprisal	10	8	15	16	6	2
Sex	8	8	5	16	5	4
PDA	0	0	0	1	0	0
National Origin	2	2	6	5	2	0

Equal Pay Act	1	1	1	1	0	1
Age	4	8	9	8	6	2
Disability	5	8	8	12	4	3
Genetics	1	0	0	0	0	0
Non-EEO	3	0	2	3	2	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	6	4	3	4	2	1
Assignment of Duties	2	1	2	7	2	0
Awards	1	0	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	1	0
Disciplinary Action						
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	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	7	12	10	7	2
Sexual	1	1	0	1	1	0
Medical Examination	1	0	0	0	0	0
Pay including overtime	1	0	3	4	0	0
Promotion/Non-Selection	1	2	0	1	1	0

Reassignment						
Denied	0	0	1	0	0	0
Directed	0	2	1	1	0	0
Reasonable Accommodation Disability	2	4	5	5	1	1
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	1
Terms/Conditions of Employment	1	3	3	5	4	0
Time and Attendance	2	1	1	4	1	0
Training	3	0	1	0	1	0
Other						
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 Thru12-31
	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	166.25
Average number of days in final action	22.50	29.90	51.56	40.22	41.62	38.50
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	153.00

Average number of days in final action	18.67	23.33	44.00	33.50	41.33	38.00						
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	170.67						
Average number of days in final action	34.00	32.71	52.50	47.00	42.25	40.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2020 Thru12-31						
	2015	2016	2017	2018	2019							
Total Complaints Dismissed by Agency	2	1	1	2	2	0						
Average days pending prior to dismissal	23	68	13	24	0	0						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	0	1	1	4	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 Thru12-31	
	2015	2016	2017	2018	2019							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		0	
Without Hearing	0	0	0	0	1	100	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020 Thru12-31	
	2015	2016	2017	2018	2019							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
Findings After Hearing												
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
Findings Without Hearing												
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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020 Thru12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
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 (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

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 Disability	0	0	0	0	1	100	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 - User Define												
Equal Pay Act (DO NOT USE)	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020 Thru12-31					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	13	11	13	15	15	19						
Total Complainants	13	11	13	14	15	17						
Number complaints pending												
Investigation	0	1	0	0	0	2						

ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	13	10	12	15	14	15
Final Agency Action	0	0	1	0	1	1
Appeal with EEOC Office of Federal Operations	4	15	19	16	18	20
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0