

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

For 3rd Quarter 2019 for period ending June 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	17	15	18	23	30	14
Number of Complainants	17	15	18	22	25	13
Repeat Filers	0	0	0	1	3	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	8	9	5	13	17	4
Color	1	5	3	6	4	1
Religion	0	2	0	2	1	1
Reprisal	3	10	8	15	16	5
Sex	5	8	8	5	16	4
PDA	0	0	0	0	1	0

National Origin	2	2	2	6	5	2
Equal Pay Act	0	1	1	1	1	0
Age	7	4	8	9	8	5
Disability	7	5	8	8	12	4
Genetics	0	1	0	0	0	0
Non-EEO	0	3	0	2	3	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	4	6	4	3	4	2
Assignment of Duties	0	2	1	2	7	2
Awards	0	1	0	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	1	1	2
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	1	0
Other	0	0	0	0	1	0
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	5	3	5	13	8	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	6	7	12	10	6
Sexual	0	1	1	0	1	0
Medical Examination	0	1	0	0	0	0

Pay including overtime	1	1	0	3	4	0
Promotion/Non-Selection	0	1	2	0	1	1
Reassignment						
Denied	0	0	0	1	0	0
Directed	0	0	2	1	1	0
Reasonable Accommodation Disability	1	2	4	5	5	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	2	5	1	1
Termination	3	0	1	3	4	0
Terms/Conditions of Employment	2	1	3	3	5	4
Time and Attendance	1	2	1	1	4	1
Training	1	3	0	1	0	1
Other						
Equal Pay Act Violation	0	0	1	2	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					2019Thru06-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	130.77	171.80	192.75	221.90	185.24	165.84
Average number of days in final action	38.60	22.50	29.90	51.56	40.22	45.50

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	0		0		0		1		0		0	
Race	0	0	0	0	0	0	1	100	0	0	0	0
Color	0	0	0	0	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	0	0
Sex	0	0	0	0	0	0	1	100	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	1	100	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										2019Thru06-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		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												

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											
	Previous Fiscal Year Data										2019Thru06-30	
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	8	13	11	13	15	20						
Total Complainants	8	13	11	13	14	19						
Number complaints pending												
Investigation	0	0	1	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	7	13	10	12	15	18						
Final Agency Action	1	0	0	1	0	1						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2019Thru06-30	
	2014	2015	2016	2017	2018							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	0	0	0						