

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Office of the Comptroller of the Currency (OCC)

For 4th Quarter 2018 for period ending September 30, 2018

\*\*This report is based on the Complaint Against hierarchy.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	17	17	15	18	23	30
Number of Complainants	17	17	15	18	22	25
Repeat Filers	0	0	0	0	1	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	8	8	9	5	13	17
Color	1	1	5	3	6	4
Religion	0	0	2	0	2	1
Reprisal	6	3	10	8	15	16
Sex	6	5	8	8	5	16
PDA	0	0	0	0	0	1

National Origin	0	2	2	2	6	5
Equal Pay Act	0	0	1	1	1	1
Age	6	7	4	8	9	8
Disability	3	7	5	8	8	12
Genetics	0	0	1	0	0	0
Non-EEO	0	0	3	0	2	3
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	6	4	6	4	3	4
Assignment of Duties	3	0	2	1	2	7
Awards	0	0	1	0	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	1	1
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	1
Other	0	0	0	0	0	1
Duty Hours	0	1	0	0	0	0
Perf. Eval./ Appraisal	3	5	3	5	13	8
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	5	4	6	7	12	10
Sexual	1	0	1	1	0	1
Medical Examination	0	0	1	0	0	0

Pay including overtime	1	1	1	0	3	4
Promotion/Non-Selection	1	0	1	2	0	1
<b>Reassignment</b>						
Denied	0	0	0	0	1	0
Directed	0	0	0	2	1	1
Reasonable Accommodation Disability	1	1	2	4	5	5
Reinstatement	0	0	0	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	2	5	1
Termination	2	3	0	1	3	4
Terms/Conditions of Employment	2	2	1	3	3	5
Time and Attendance	0	1	2	1	1	4
Training	1	1	3	0	1	0
<b>Other</b>						
Equal Pay Act Violation	0	0	0	1	2	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Complaints pending during fiscal year						
Average number of days in investigation	104.00	130.77	171.80	192.75	221.90	185.24
Average number of days in final action	23.50	38.60	22.50	29.90	51.56	40.22





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		0		0		1		0	
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	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	0	0	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	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</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		0		0		1		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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total complaints from previous Fiscal Years	6	8	13	11	13							15
Total Complainants	6	8	13	11	13							14
<b>Number complaints pending</b>												
Investigation	0	0	0	1	0							0
ROI issued, pending Complainant's action	0	0	0	0	0							0
Hearing	6	7	13	10	12							15
Final Agency Action	0	1	0	0	1							0
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	0							0