

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

For 1st Quarter 2023 for period ending December 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	30	16	27	14	9	2
Number of Complainants	25	15	26	11	8	2
Repeat Filers	3	1	1	2	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	17	4	13	3	4	0
Color	4	1	4	0	2	0
Religion	1	2	0	0	0	0
Reprisal	16	6	15	10	7	0
Sex	16	5	10	4	2	1
PDA	1	0	0	0	0	0
National Origin	5	2	2	0	2	0
Equal Pay Act	1	0	1	0	0	0

Age	8	6	9	5	1	2
Disability	12	4	9	7	5	2
Genetics	0	0	0	0	0	0
Non-EEO	3	2	1	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.	2018	2019	2020	2021	2022	
Appointment/Hire	4	2	5	2	0	2
Assignment of Duties*	7	2	3	1	0	0
Awards	1	0	0	1	0	0
Conversion to Full Time/Perm Status*	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand**	1	2	1	1	0	0
Suspension	0	0	0	0	2	0
Removal	1	0	1	0	0	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	1	0	0	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	8	2	6	3	3	0
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	10	7	12	7	4	0
Sexual	1	1	1	0	1	0
Medical Examination	0	0	0	0	0	0

Pay including overtime	4	0	3	1	1	0
Promotion/Non-Selection	1	1	1	5	1	0
Reassignment						
Denied	0	0	0	1	0	0
Directed	1	0	0	1	0	0
Reasonable Accommodation Disability	5	1	3	0	1	0
Reinstatement*	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	1	0	0	0	0
Termination	4	0	2	0	0	0
Terms/Conditions of Employment*	5	4	1	0	1	0
Time and Attendance	4	1	1	0	1	0
Training	0	1	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	185.24	163.71	126.43	137.14	151.71	150.50
Average number of days in final action	40.22	41.62	41.87	32.50	31.36	25.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	201.12	172.57	129.09	147.12	153.50	154.00

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
Findings Without Hearing	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												
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
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												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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												
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	0	0	1	100	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2023 Thru 12-31					
	Previous Fiscal Year Data											
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	15	15	9	10	5	4						
Total Complainants	14	15	8	9	4	3						
Number complaints pending												
Investigation	0	0	0	1	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	15	14	8	9	5	3						
Final Agency Action	0	1	1	1	1	1						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 12-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0