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

Office of the Comptroller of the Currency (OCC)

For 1st Quarter 2009 for period ending December 31, 2008

Note: Data provided through Treasury's I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 12/31/08 for the current and past five fiscal years. Mixed cases are included in this report.

	Comparative Data											
	F	2009										
Complaint Activity	2004	2005	2006	2007	2008	Thru 12-31						
Number of Complaints Filed	5	6	3	1	10	3						
Number of Complainants	5	6	3	1	9	3						
Repeat Filers	n/a	n/a	0	0	1	0						

		C	ompara	ative Da	ata	
Complaints by Basis	Pre	ata				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 12- 31
Race	2	3	2	1	6	1
Color	0	0	1	0	0	0
Religion	0	0	0	0	1	0
Reprisal	2	2	3	1	5	1
Sex	2	6	2	0	6	1
National Origin	0	0	0	1	0	1
Equal Pay Act	0	0	0	0	0	1
Age	2	3	1	0	3	2
Disability	1	0	2	0	0	1
Non-EEO	0	0	0	0	1	0

	Comparative Data										
Complaints by Issue	Pre	evious	Fiscal	Year D	ata						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 12- 31					
Appointment/Hire	0	0	0	0	1	0					
Assignment of Duties	0	0	1	0	2	0					
Awards	0	0	0	0	1	0					
Conversion to Full-time	0	0	0	0	0	0					
Disciplinary Action											
Demotion	0	0	0	0	0	0					
Reprimand	0	1	0	0	1	0					
Suspension	0	1	0	0	0	0					
Removal	0	0	0	0	0	0					
Other	0	0	0	0	0	0					
Duty Hours	0	0	0	0	0	0					
Evaluation Appraisal	3	1	1	1	2	0					
Examination/Test	0	0	0	0	0	0					
Harassment											
Non-Sexual	1	0	1	1	3	2					
Sexual	0	0	0	0	0	0					
Medical Examination	0	0	0	0	0	0					
Pay (Including Overtime)	0	0	0	0	1	1					
Promotion/Non-Selection	2	3	1	0	3	1					
Reassignment											
Denied	0	0	0	0	0	0					
Directed	0	0	1	0	2	0					
Reasonable Accommodation	0	0	0	0	1	1					

		C	ompara	ative Da	ata					
Complaints by Issue	Previous Fiscal Year Data									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009 Thru 12- 31				
Reinstatement	0	0	0	0	0	0				
Retirement	0	0	0	0	0	0				
Termination	0	1	0	0	0	0				
Terms/Conditions of Employment	1	1	1	0	3	0				
Time and Attendance	2	0	0	1	0	0				
Training	0	0	0	0	1	0				
Other	0	0	0	0	0	1				

		С	ompara	tive Data	a	
	F	revious	Fiscal \	ear Dat	а	2009
Processing Time	2004	2005	2006	2007	2008	Thru 12- 31
Complaints pending during fiscal year						
Average number of days in investigation	225.00	274.00	212.75	180.00	275.56	0
Average number of days in final action	660.80	587.88	96.50	30.50	174.25	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	385.00	0	199.50	180.00	287.75	0
Average number of days in final action	0	0	0	30.50	6.50	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	145.00	274.00	226.00	0	265.80	0
Average number of days in final	660.80	587.88	96.50	0	342.00	0

	Comparative Data										
	Year Dat	а	2009 Thru								
Processing Time	2004	2005	2006	2007	2008	1111u 12- 31					
action											

	Comparative Data										
	Pro	2009									
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 12- 31					
Total Complaints Dismissed by Agency	0	0	0	0	1	1					
Average days pending prior to dismissal	0	0	0	0	729	65					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	0	1	0	0	0	0					

^{*} FY 2004-FY 2005 data is not available due to migration to ICMS.

	Comparative Data												
	Previous Fiscal						Fiscal Year Data						
Total Final Agency Actions Finding	20	2004		2004 2005		2006		2007		20	800	1	nru 2- 31
Discrimination*	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0	_	0		
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0	

^{*} FY 2004-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2009 findings do not include AJ decisions not fully implemented.

Findings of Discrimination	Comparative Data									
Rendered by Basis*	Pr	2009								
Note: Complaints can be filed alleging multiple bases.	2004	2005	2006	2007	2008	Thru 12- 31				

	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
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
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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0	_	0		0		0		0		0	
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
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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
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

Findings of Discrimination				С	om	para	tive	e Da	ta			
Rendered by Basis*		Pr	evi	ous	Fis	cal `	Yea	r Da	ata		2009	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not		2004		2005		2006		07	2008		Thru 12- 31	
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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
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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

^{*} FY 2004-FY 2005 data is not available due to migration to ICMS.

				С	om	para	tiv	e Da	ıta			
		Pr	evi	ous	Fis	cal	Yea	r Da	2009			
Findings of Discrimination	2004		2004 200		2005 20		20	007 20		800	1	hru 2- 31
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		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	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

	Comparative Data												
	Previous Fiscal Year Data										009		
Findings of Discrimination	20	2004 2005		2006		2007		2008		1	nru 2- 31		
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
Other	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	
Evaluation 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	0	0	0	0	0	0	0	0	0	0	0	0	
Reinstatement	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	
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 Defined	0	0	0	0	0	0	0	0	0	0	0	0	
Findings After Hearing	0		0		0		0		0		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	

	Comparative Data													
	Previous Fiscal Y							r Da	1)09 hru				
Findings of Discrimination		2004 2005		2006		2007		2008		1	nru 2- 31			
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%		
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	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	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		
Evaluation 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	0	0	0	0	0	0	0	0	0	0	0	0		
Reinstatement	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		

	Comparative Data												
	Previous Fiscal Year Data										2009 Thru		
Findings of Discrimination	20	2004 2005		2006		2007		20	800	1	17u 2- 31		
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%	
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 Defined	0	0	0	0	0	0	0	0	0	0	0	0	
Findings Without Hearing	0		0		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	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	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	
Evaluation 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	

	Comparative Data											
	Previous Fiscal Year Data											009
Findings of Discrimination	20	2004		2005		06	20	2007 2		800	1	nru 2- 31
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
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	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	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
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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

^{*} FY 2004-FY 2005 data is not available due to migration to ICMS.

	Comparative Data										
	Pre	ata	2009								
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 12- 31					
Total complaints from previous Fiscal Years	25	19	13	14	13	19					
Total Complainants	25	19	13	14	13	18					
Number complaints pending											
Investigation	0	0	0	1	0	5					
ROI issued, pending Complainant's action	0	0	0	0	0	0					
Hearing	0	0	0	1	0	5					

	Comparative Data												
	Pre	2009											
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 12- 31							
Final Agency Action	1	1	0	0	0	0							

	Comparative Data									
	Pre	2009 Thru								
Complaint Investigations	2004	2005	2006	2007	2008	Thru 12- 31				
Pending Complaints Where Investigations Exceed Required Time Frames	0	2	1	2	0	5				