

## 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.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
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

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	1	0	2	0
Reasonable Accommodation	0	0	0	0	1	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
action						

Complaints Dismissed by Agency*	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
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.

Total Final Agency Actions Finding Discrimination*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 12- 31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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 Rendered by Basis*	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases.</i>						













Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 12- 31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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.

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years	25	19	13	14	13	19
Total Complainants	25	19	13	14	13	18
<b>Number complaints pending</b>						
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

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

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2009 Thru 12- 31</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	2	1	2	0	5