



Equal Employment Opportunity Policy Statement

As the 29th Comptroller of the Currency, I am pleased to reaffirm my commitment to the principles of equal employment opportunity (EEO) and diversity. One of my most significant responsibilities is to ensure that all OCC programs are free from discrimination.

Attracting, developing, and retaining a highly competitive, diverse workforce remains an OCC priority. We have made substantial progress in this area, and we will continue to ensure that OCC employment decisions are based on merit and comply with federal laws and Executive Orders. The OCC will provide reasonable accommodation to employees or applicants who justify an accommodation based on their disability or religion.

When disputes involving matters of discrimination arise, individuals have the right to pursue allegations of discrimination through the EEO complaint process or the negotiated grievance procedure, as appropriate. Those who use these services or otherwise participate in them can do so with a sense of safety and confidence. Harassment or reprisal of any kind will not be tolerated. In addition, employees may report allegations of EEO-based harassment to the Discriminatory Harassment Hotline at 1-866-387-8974. Detailed information about discriminatory harassment is in PPM-3100-32.

Recognizing that not all workplace disputes involve allegations of discrimination, the OCC offers employees the option of using the Fair Alternatives and Innovative Resolutions (FAIR) Program. The purpose of the FAIR Program is to help improve communications, repair working relationships, and/or rebuild trust. Services, such as mediation and conflict facilitation, may be requested by contacting the Workplace Fairness and Equal Opportunity (WFEO) Division.

Workplace disputes should be resolved promptly, appropriately, impartially, and at the lowest level possible. I encourage everyone, particularly our managers, to consider constructive solutions to address workplace issues. The WFEO Division is available to assist and can be reached at (202) 874-5360 or TTY/TDD (202) 874-4887.

Now, more than ever, we must remain focused on our key mission of ensuring a safe and sound national banking system. Delivering on our commitment to treat OCC employees fairly makes that possible. I thank you for your continued professionalism and respect, and contributing to a workplace free from discrimination and harassment.

John C. Dugan
Comptroller of the Currency

Date 05/01/09



Workplace Fairness and Equal Opportunity

Voice: (202) 874-5360 or 1 (800) 723-9254

TDD/TTY: (202) 874-4887 or 1 (800) 486-9228

Discriminatory Harassment Hotline:

Voice: (202) 874-4894 or 1 (866) 387-8974