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

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

## For 3rd Quarter 2008 for period ending June 30, 2008

Note: Data provided through Treasury's new I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 7/2/08 for the current and past five fiscal years. Mixed Cases are included in this report.

Comparative Data												
	F	Previous Fiscal Year Data										
Complaint Activity	2003	2004	2005	2006	2007	Thru 06-30						
Number of Complaints Filed	8	5	6	3	1	5						
Number of Complainants	8	5	6	3	1	5						
Repeat Filers	0	0	0	0	0	0						

		C	ompara	ative Da	ata					
Complaints by Basis	Previous Fiscal Year Data									
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	2008 Thru 06- 30				
Race	4	2	3	2	1	2				
Color	0	0	0	1	0	0				
Religion	2	0	0	0	0	1				
Reprisal	5	2	2	3	1	1				
Sex	3	2	6	2	0	2				
National Origin	0	0	0	0	1	0				
Equal Pay Act	0	0	0	0	0	0				
Age	3	2	3	1	0	2				
Disability	4	1	0	2	0	0				
Non-EEO	0	0	0	0	0	1				

	Comparative Data										
Complaints by Issue	Pre	evious	Fiscal	Year D	ata						
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	2008 Thru 06- 30					
Appointment/Hire	0	0	0	0	0	0					
Assignment of Duties	1	0	0	1	0	2					
Awards	0	0	0	0	0	1					
Conversion to Full-time	0	0	0	0	0	0					
Disciplinary Action		-		-		-					
Demotion	0	0	0	0	0	0					
Reprimand	2	0	1	0	0	0					
Suspension	1	0	1	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	1	3	1	1	1	2					
Examination/Test	0	0	0	0	0	0					
Harassment											
Non-Sexual	3	1	0	1	1	2					
Sexual	0	0	0	0	0	0					
Medical Examination	0	0	0	0	0	0					
Pay (Including Overtime)	0	0	0	0	0	0					
Promotion/Non-Selection	2	2	3	1	0	1					
Reassignment	4										
Denied	0	0	0	0	0	0					
Directed	0	0	0	1	0	1					
Reasonable Accommodation	0	0	0	0	0	1					

	Comparative Data										
Complaints by Issue	Pre										
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	2008 Thru 06- 30					
Reinstatement	0	0	0	0	0	0					
Retirement	0	0	0	0	0	0					
Termination	0	0	1	0	0	0					
Terms/Conditions of Employment	1	1	1	1	0	3					
Time and Attendance	2	2	0	0	1	0					
Training	0	0	0	0	0	1					
Other	0	0	0	0	0	0					

		C	Compara	tive Dat	а	
	P	revious	Fiscal \	ear Dat	а	2008
Processing Time	2003	2004	2005	2006	2007	Thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation	338.10	225.00	274.00	224.00	180.00	322.33
Average number of days in final action	319.20	660.80	587.88	96.50	30.50	48.67
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	385.00	0	220.00	180.00	0
Average number of days in final action	0	0	0	0	30.50	6.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	338.10	145.00	274.00	226.00	0	322.33

	Comparative Data											
Previous Fiscal Year Data												
Processing Time	2003	2004	2005	2006	2007	Thru 06-30						
Average number of days in final action	319.20	660.80	587.88	96.50	0	133.00						

	Comparative Data										
	Pro	Previous Fiscal Year Data									
Complaints Dismissed by Agency*	2003	2004	2005	2006	2007	Thru 06- 30					
Total Complaints Dismissed by Agency	0	0	0	0	0	0					
Average days pending prior to dismissal	0	0	0	0	0	0					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	4	0	1	0	0	0					

\* FY 2003-FY2005 data is not available due to migration to new ICMS.

	Comparative Data																					
		Previous Fiscal Year Data								Pr		Previous Fiscal Year Data										008
Total Final Agency Actions Finding	20	03	20	04	20	05	20	006	20			nru 16- 30										
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 2003-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2008 findings do not include AJ decisions not fully implemented.

Findings of Discrimination	Comparative Data										
Rendered by Basis*	Pr	2008									
Note: Complaints can be filed alleging multiple bases.	2003	2004	2005	2006	2007	Thru 06- 30					

	#	%	#	%	#	%	#	%	#	%	#	%
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*	Previous Fiscal Year Data											800
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	2003		2004		2005		2006		2007		Thru 06- 30	
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 2003-FY 2004 data is not available due to migration to new ICMS.

				С	om	para	tiv	e Da	ta			
	Previous Fiscal Year Data											800
Findings of Discrimination	2003		2003 2004		2005		20	006	2007		0	hru 16- 30
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

				С	om	para	ntivo	e Da	ta			
		Pr	evi	ous	Fis	cal	Yea	ır Da	ata		1 1	800
Findings of Discrimination	20	003	20	004	20	05	20	006	20	07	0	nru 16- 30
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
		1		1		1		1		1		
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

				С	om	para	tive	e Da	ta			
		Previous Fiscal Year Data										
Findings of Discrimination	20	2003		2004		005	2006		2007		Thru 06- 30	
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		1		1		1		1		1		1
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						1						
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

				С	om	para	tiv	e Da	ta			
		Pr	evi	ous	Fis	cal	Yea	ır Da	ata		1 1	008
Findings of Discrimination	20	03	20	004	20	)05	20	006	20	07	0	hru )6- 30
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

				С	om	para	tiv	e Da	ta			
		Previous Fiscal Year Data										
Findings of Discrimination	20	003	20	004	20	05	20	006	20	07	0	hru )6- 30
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 2003-FY 2004 data is not available due to migration to new ICMS.

		C	ompara	ative Da	ata	
	Pre	evious	Fiscal	Year D	ata	2008
Pending Complaints Filed in Previous Fiscal Years by Status	2003	2004	2005	2006	2007	Thru 06- 30
Total complaints from previous Fiscal Years	33	25	19	13	14	13
Total Complainants	21	14	8	10	11	9
Number complaints pending						
Investigation	0	0	0	0	1	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	0	0	0	0	1	0

	Comparative Data											
	Pro	evious	Fiscal	Year D	ata	2008						
Pending Complaints Filed in Previous Fiscal Years by Status	2003	2004	2005	2006	2007	Thru 06- 30						
Final Agency Action	0	1	1	0	0	0						

Complaint Investigations		Comparative Data										
	Pro	Previous Fiscal Year Data										
	2003	2004	2005	2006	2007	Thru 06- 30						
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	2	1	2	2						