Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No Fear Act), Public Law 107–174

* The Federal Housing Finance Agency (FHFA) was created on July 30, 2008, when the President signed into law the Housing and Economic Recovery Act of 2008. As a result, there is no comparative data for the fiscal year 2007

- Complaint Activity
- Complaints by Basis
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- Processing Time
- Complaints Dismissed by Agency and Withdrawn by Complainants
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- Findings of Discrimination Rendered by Basis
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- Pending Complaints Filed in Previous Fiscal Years by Status
- Complaint Investigations

Complaint Activity

		Comparative Data													
Complaint Activity		Previous Fiscal Year Data													
	2008	2009	2010	2011	2012	Thru 3-31-13									
Number of complaints filed	2	7	7	3	10	0									
Number of complainants	2	7	2	3	10	0									
Repeat filers	0	0	1	0	0	0									

Complaints by Basis

Complaints by Basis	Comparative Data	
	Previous Fiscal Year Data	2013

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	Thru 3-31-13
Race	1	6	7	2	9	0
Color	1	0	1	0	1	0
Religion	0	0	0	0	0	0
Reprisal	1	1	5	3	3	0
Sex	1	2	2	2	6	0
National Origin	0	1	1	0	0	0
Equal Pay Act	0	0	0	1	3	0
Age	0	2	1	2	5	0
Disability	0	1	0	1	1	0
Genetic information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue

Complaints by Issue		С	ompar	ative [Data	
	Prev	ious F	iscal	Year I	Data	2013 Thru
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2008	2009	2010	2011	2012	3-31- 13
Appointment/hire	0	0	0	0	0	0
Assignment of duties	0	1	1	1	5	0
Awards	1	2	0	1	0	0
Conversion to full time	0	0	0	0	0	0
Disciplinary action						
Demotion	0	0	0	1	0	0
Reprimand	0	0	1	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	1	0	0
Other	0	0	0	0	0	0
Duty hours	0	0	0	0	0	0
Evaluation appraisal	0	0	3	2	2	0
Examination/test	0	0	0	0	0	0
harassment						
Nonsexual	0	3	1	1	2	0

Sexual	0	2	0	1	3	0
Medical examination	0	0	0	0	0	0
Pay (including overtime)	1	1	0	1	4	0
Promotion/nonselection	2	3	0	1	8	0
Reassignment						
Denied	0	1	1	0	0	0
Directed	0	1	0	0	0	0
Reasonable accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Termination	0	0	1	0	2	0
Terms/conditions of employment	0	0	0	0	0	0
Time and attendance	0	1	0	0	0	0
Training	0	1	0	0	1	0
Other	0	0	1	0	1	0

Processing Time

		(Compar	ative D	ata	
Processing Time ¹	Pr	ıta	2013			
_	2008	2009	2010	2011	2012	Thru 3-31-13
Complaints pending during fiscal year						
Average number of days in investigation stage	112	113	154	102	206	316
Average number of days in final action stage	21	40	136	302	91	251
Complaints pending during fiscal year where hea	ring wa	s reque	ested			
Average number of days in investigation stage	0	0	0	96	221	305
Average number of days in final action stage	0	0	0	0	15	22
Complaints pending during fiscal year where hea	ring wa	s not re	queste	d		
Average number of days in investigation stage	112	113	169	104	203	318
Average number of days in final action stage	21	40	149	353	108	308

¹ All averages do not count the end date.

Complaints Dismissed by Agency and Withdrawn by Complainants

			(Compar	ative Da	ata							
		Pi	2013 Thru										
		2008 2009 2010 2011 2012 3-3											
Co	omplaints dismissed by Agency												
	Total complaints dismissed by Agency	1	0	0	0	1	0						
	Average days pending prior to dismissal	107	0	0	0	191	0						
Co	omplaints withdrawn by complainants												
	Total complaints withdrawn by complainants	0	1	0	0	0	0						

Total Final Actions Finding Discrimination

					,									
	Comparative Data													
Total Final Actions Finding			Pre	vious	Fisc	cal Y	ear [Data			2013	Thru		
Discrimination	20	2008		2009		10	20	11	20	12	3-3	1-13		
	#	%	#	%	#	%	#	%	#	%	#	%		
Total number findings	0	0	0	0	0	0	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		

Findings of Discrimination Rendered by Basis

		Comparative Data													
Findings of Discrimination Rende	ered by Basis	Previous Fiscal Year Data 20													
Findings of Discrimination Rendered by Basis Jote: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. Ital number findings Race Color Religion		2008		2008		2009		2010		2011		2011 201		12 3-3 12 13	
ana imanigo.	7	#	%	#	%	#	%	#	%	#	%	#	%		
Total number findings		0	0	0	0	0	0	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
	Genetic information	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
Find	dings after hearing	0	0	0	0	0	0	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
	Genetic information	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
Find	dings without hearing	0	0	0	0	0	0	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
Genetic information	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 of Discrimination Rendered by Issue

						Cor	npa	rativ	ve D)ata			
	Findings of Discrimination Rendered by		Pr	evi	ous	Fis	cal \	⁄ea	r Da	ata			13
	Issue	20	80	20	09	20	10	20	11	20	12		1-13
		#	%	#	%	#	%	#	%	#	%	#	%
T	otal number findings	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
	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	0	0	0	0	0	0	0	0	0	0	0	0
	Nonsexual	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/nonselection	0	0	0	0	0	0	0	0	0	0	0	0
	Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
	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	0	0	0	0	0	0	0	0	0	0	0	0
Fir	ndings after hearing	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
	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	0	0	0	0	0	0	0	0	0	0	0	0
	Nonsexual	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/nonselection	0	0	0	0	0	0	0	0	0	0	0	0
	Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
	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	e and attendance	0	0	0	0	0	0	0	0	0	0	0	0
Trai	ning	0	0	0	0	0	0	0	0	0	0	0	0
Othe	er	0	0	0	0	0	0	0	0	0	0	0	0
indings	without hearing	0	0	0	0	0	0	0	0	0	0	0	0
App	ointment/hire	0	0	0	0	0	0	0	0	0	0	0	0
Ass	ignment of duties	0	0	0	0	0	0	0	0	0	0	0	0
Awa	ards	0	0	0	0	0	0	0	0	0	0	0	0
Con	version to full time	0	0	0	0	0	0	0	0	0	0	0	0
Disc	ciplinary action	0	0	0	0	0	0	0	0	0	0	0	0
	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	y hours	0	0	0	0	0	0	0	0	0	0	0	0
Eva	luation appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Exa	mination/test	0	0	0	0	0	0	0	0	0	0	0	0
hara	assment	0	0	0	0	0	0	0	0	0	0	0	0
	Nonsexual	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
Med	lical 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
Pror	motion/nonselection	0	0	0	0	0	0	0	0	0	0	0	0
Rea	ssignment	0	0	0	0	0	0	0	0	0	0	0	0
	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
Rea	sonable accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reir	nstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reti	rement	0	0	0	0	0	0	0	0	0	0	0	0
Terr	mination	0	0	0	0	0	0	0	0	0	0	0	0
Terr	ms/conditions of employment	0	0	0	0	0	0	0	0	0	0	0	0
Tim	e and attendance	0	0	0	0	0	0	0	0	0	0	0	0
Trai	ning	0	0	0	0	0	0	0	0	0	0	0	0
Othe	er	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status

			Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status		Prev	2013									
		2008 ³	2009	2010	2011	2012	Thru 3-31- 13 ²					
Total complaints from previous fiscal years		0	1	7	5	4	9					
Total complainants		0	1	7	5	4	9					
Nun	nber complaints pending											
	Investigation	0	0	4	0	2	3					
	Hearing	0	0	0	1	1	2					
	Final action	0	0	2	3	1	2					
	Appeal with EEOC Office of Federal Operations	0	1	1	1	0	1					

Complaint Investigations

Complaint Investigations	Comparative Data								
	Pre	2013							
	2008	2009	2010	2011	2012	Thru 3-31- 13			
Pending complaints where investigations exceed required time frames	0	1	5	1	7	7			

² There is one complaint that is still in the Acceptance/Denial of Claims phase. This complainant is not counted in the "Number Complaints Pending" section.

³ FHFA was not established until July 2008.