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 - Complaints Dismissed by Agency and Withdrawn by Complainants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

Complaint Activity

			Compara	ative Data		
Complaint Activity		Previous	s Fiscal Y	ear Data		2014
	2009	2010	2011	2012	2013	
Number of complaints filed	7	7	3	10	4	12
Number of complainants	7	2	3	10	4	11
Repeat filers	0	1	0	0	0	1

Complaints by Basis

Complaints by Basis			Compara	tive Data		
Note: Complaints can be filed		Previous	s Fiscal Y	ear Data		
alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014
Race	6	7	2	9	0	3
Color	0	1	0	1	0	1
Religion	0	0	0	0	0	0
Reprisal	1	5	3	3	2	6
Sex	2	2	2	6	2	5
National Origin	1	1	0	0	0	0
Equal Pay Act	0	0	1	3	0	0
Age	2	1	2	5	2	3
Disability	1	0	1	1	0	4
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 I	Data	
Note: Complaints can be filed alleging multiple issues.	Prev	ious F	Fiscal	Year I	Data	
The sum of the issues may not equal total complaints filed.	2009	2010	2011	2012	2013	2014
Appointment/hire	0	0	0	0	0	0
Assignment of duties	1	1	1	5	2	5
Awards	2	0	1	0	0	1
Conversion to full time	0	0	0	0	1	0
Disciplinary action						
Demotion	0	0	1	0	0	0
Reprimand	0	1	0	0	1	0
Removal	0	0	0	0	0	0
Suspension	0	0	1	0	0	1
Other	0	0	0	0	0	0
Duty hours	0	0	0	0	1	0
Evaluation appraisal	0	3	2	2	1	4
Examination/test	0	0	0	0	0	0

Harassment						
Nonsexual	3	1	1	2	2	3
Sexual	2	0	1	3	0	0
Medical examination	0	0	0	0	0	0
Pay (including overtime)	1	0	1	4	1	1
Promotion/nonselection	3	0	1	8	1	5
Reassignment						
Denied	1	1	0	0	0	0
Directed	1	0	0	0	0	0
Reasonable accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Termination	0	1	0	2	0	0
Terms/conditions of employment	0	0	0	0	1	0
Time and attendance	1	0	0	0	1	1
Training	1	0	0	1	0	0
Other	0	1	0	1	0	1

Processing Time

		(Compar	ative D	ata	
Processing Time	Pr	evious	Fiscal `	Year Da	ıta	2014
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation stage	113	154	102	206	284	237
Average number of days in final action stage	40	136	302	91	160	63
Complaints pending during fiscal year where hea	ring wa	s reque	ested			
Average number of days in investigation stage	0	0	96	221	369	344
Average number of days in final action stage	0	0	0	15	114	34
Complaints pending during fiscal year where hea	ring wa	s not re	queste	d		
Average number of days in investigation stage	113	169	104	203	265	184
Average number of days in final action stage	40	149	353	108	173	72

Complaints Dismissed by Agency and Withdrawn by Complainants

			(Compar	ative Da	ata	
		Pr	evious	Fiscal \	ear Da	ıta	004.4
		2009	2010	2011	2012	2013	2014
Co	omplaints dismissed by Agency						
	Total complaints dismissed by Agency	0	0	0	1	0	0
	Average days pending prior to dismissal	0	0	0	191	0	0
Co	omplaints withdrawn by complainants						
	Total complaints withdrawn by complainants	1	0	0	0	0	1

Total Final Actions Finding Discrimination

						mpar	ative	e Dat	a			
Total Final Actions Finding			Pre	vious	Fisc	al Y	ear [Data			000	.4.4
Discrimination	20	09	20	10	20	11	20	12	20	13	20	14
	#	%	#	%	#	%	#	%	#	%	#	%
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

Findings of Discrimination Rendered by Basis				Со	mp	oara	ativ	e D	ata	а		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints			_		_	cal)11	_				20	014
and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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
inc	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
Finc	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	C) II ()	0	0	0	0	0	0	0	0	0
Non-EEO	0	C	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue

					(Com	npar	ativ	e D	ata			
Fi	ndings of Discrimination Rendered by		Pr	evi	ous	Fisc	cal \	/ea	r Da	ıta		20	14
	Issue	20	09	20	10	20	11	20	12	20	13	20	14
		#	%	#	%	#	%	#	%	#	%	#	%
Tota	al 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	(
Terms/conditions of employment	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	
Training	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	
ings after hearing	0	0	0	0	0	0	0	0	0	0	0	
Appointment/hire	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	
Awards	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	
Disciplinary action	0	0	0	0	0	0	0	0	0	0	0	
Demotion	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	
Duty hours	0	0	0	0	0	0	0	0	0	0	0	
Evaluation appraisal	0	0	0	0	0	0	0	0	0	0	0	
Examination/test	0	0	0	0	0	0	0	0	0	0	0	
harassment	0	0	0	0	0	0	0	0	0	0	0	
Nonsexual	0	0	0	0	0	0	0	0	0	0	0	
Sexual	0	0	0	0	0	0	0	0	0	0	0	
Medical examination	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	
Promotion/nonselection	0	0	0	0	0	0	0	0	0	0	0	
Reassignment	0	0	0	0	0	0	0	0	0	0	0	
Denied	0	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	0	0	0	0	0	
Reasonable accommodation	0	0	0	0	0	0	0	0	0	0	0	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	
Termination	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	
Time and attendance	0	0	0	0	0	0	0	0	0	0	0	
Training	0	0	0	0	0	0	0	0	0	0	0	Ī

Other	0	0	0	0	0	0	0	0	0	0	0	0
dings without 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 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

Pending Complaints Filed in Previous Fiscal Years by Status

			Comparative Data								
Pending Complaints Filed in Previous Fiscal Years by Status		Prev	2014								
		2009	2010	2011	2012	2013					
Tota	al complaints from previous fiscal years	1	7	3	4	9	9				
Tota	al complainants	1	7	3	4	9	9				
Number complaints pending											
	Investigation	0	2	0	4	7	6				
	Hearing	0	3	2	0	0	3				
	Final action	0	1	1	0	1	0				
	Appeal with EEOC Office of Federal Operations	1	1	0	0	1	0				

Complaint Investigations

Complaint Investigations	Comparative Data								
	Prev	0044							
	2009	2010	2011	2012	2013	2014			
Pending complaints where investigations exceed required time frames	1	5	1	7	7	3			