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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Complaint Activity

			Comp	arative Da	ata	
Compleint Activity		Previous	s Fiscal Y	ear Data		2014
Complaint Activity	2009	2010	2011	2012	2013	thru3/31/2014 Q2
Number of complaints filed	7	7	3	10	4	5
Number of complainants	7	2	3	10	4	4
Repeat filers	0	1	0	0	0	1

Complaints by Basis	-		Compara	tive Data		
Note: Complaints can be filed		Previous	s Fiscal Y	ear Data		2014
alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	Q2 3/31
Race	6	7	2	9	0	0
Color	0	0	0			
Religion	0	0	0	0	0	0
Reprisal	1	5	3	3	2	3
Sex	2	2	2	6	2	2
National Origin	1	1	0	0	0	0
Equal Pay Act	0	0	1	3	0	0
Age	2	1	2	5	2	1
Disability	1	0	1	1	0	2
Genetic information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Basis

Complaints by Issue

ir.

Complaints by Issue		Co	ompar	ative [Data	
	Prev	ious F	Fiscal	Year I	Data	2014
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2009	2010	2011	2012	2013	thru 3/31 Q2
Appointment/hire	0	0	0	0	0	0
Assignment of duties	1	1	1	5	2	2
Awards	2	0	1	0	0	0
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	0
Other	0	0	0	0	0	0
Duty hours	0	0	0	0	1	0

Evaluation appraisal	0	3	2	2	1	0
Examination/test	0	0	0	0	0	0
Harassment						
Nonsexual	3	1	1	2	2	0
Sexual	2	0	1	3	0	0
Medical examination	0	0	0	0	0	0
Pay (including overtime)	1	0	1	4	1	0
Promotion/nonselection	3	0	1	8	1	3
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	2
Time and attendance	1	0	0	0	1	0
Training	1	0	0	1	0	0
Other	0	1	0	1	0	0

Processing Time

		(Compai	rative D	ata	
Processing Time ¹	Pr	evious	Fiscal `	Year Da	ita	2014thru
	2009	2010	2011	2012	2013	3/31 Q2
Complaints pending during fiscal year						
Average number of days in investigation stage	113	154	102	206	284	227
Average number of days in final action stage	40	136	302	91	160	40
Complaints pending during fiscal year where hea	aring wa	as reque	ested			
Average number of days in investigation stage	0	0	96	221	369	276
Average number of days in final action stage	0	0	0	15	114	27
Complaints pending during fiscal year where hea	aring wa	as not re	equeste	ed		
Average number of days in investigation	113	169	104	203	265	268

¹ All averages do not count the end date.

stage						
Average number of days in final action stage	40	149	353	108	173	54

Complaints Dismissed by Agency and Withdrawn by Complainants

			(Compai	rative D	ata	
		Pr	evious	Fiscal	Year Da	ita	2014thru
		2009	2010	2011	2012	2013	3/31 thru Q2
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
Сс	omplaints withdrawn by complainants						
	Total complaints withdrawn by complainants	1	0	0	0	0	0

Total Final Actions Finding Discrimination

	Comparative Data													
Total Final Actions Finding			Prev	vious	Fisc	al Ye	ear D	Data			2014 thru			
Discrimination	20	09	20	10	20	11	20	12	20	13	3/31	Q2		
	#	%	#	%	#	%	#	%	#	%	#	%		
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

				Co	mp	ara	ativ	e D	ata	l		
Findings of Discrimination Rendered by Basis	Pr	rev	ίοι	ıs F	Fisc	cal	Ye	ar [Data	a	2014	Ł
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	200)9	20	10	20	11	20	12	20 [.]	13	thru 3/31 Q2	
and minungs.	# 9	%	#	%	#	%	#	%	#	%	# %	,
Total number findings	0	0	0	0	0	0	0	0	0	0	0 0	

Race	C	כ	0	0	0	0	0	0	0	0	0	0	0
Color	C)	0	0	0	0	0	0	0	0	0	0	0
Religion	C)	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
National origin	()	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
Age	()	0	0	0	0	0	0	0	0	0	0	0
Disability	()	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 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
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
National origin	()	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
Age	()	0	0	0	0	0	0	0	0	0	0	0
Disability	()	0	0	0	0	0	0	0	0	0	0	0
Genetic information	()	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	()	0	0	0	0	0	0	0	0	0	0	0
Findings without hearing	()	0	0	0	0	0	0	0	0	0	0	0
Race	C)	0	0	0	0	0	0	0	0	0	0	0
Color	C)	0	0	0	0	0	0	0	0	0	0	0
Religion	C)	0	0	0	0	0	0	0	0	0	0	0
Reprisal	C)	0	0	0	0	0	0	0	0	0	0	0
Sex	(5	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

					(Con	npar	ativ	ve D	ata			
			Pr	evio	ous	Fiso	cal \	/ea	r Da	ata		2014	1
	Findings of Discrimination Rendered by Issue	2009		2010		2011		2012		20	13	thru 3/31 Q2	/
		#	%	#	%	#	%	#	%	#	%	#	%
ŀ	Total 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	
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	
Other	0	0	0	0	0	0	0	0	0	0	0	
ngs 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	C
Retirement	0	0	0	0	0	0	0	0	0	0	0	C
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	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	0
is without hearing opointment/hire ssignment of duties wards onversion to full time	0	0	0	0	0	0	0	0	0	0	0	C
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	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			Previous Fiscal Year Data								
			2010	2011	2012	2013	thru 3/31 Q2				
Tota	l complaints from previous fiscal years	1	7	5	4	9	14				
Total complainants			7	5	4	9	13				
Num	ber complaints pending										
	Investigation	0	4	1	3	3	8				
	Hearing	0	0	1	1	2	4				
	Final action	0	2	2	0	2	2				
	Appeal with EEOC Office of Federal Operations	1	1	1	0	1	0				

Complaint Investigations

	Comparative Data								
Complaint Investigations	Previous Fiscal Year Data								
Complaint Investigations	2009	2010	2011	2012	2013	thru 3/31 Q2			
Pending complaints where investigations exceed required time frames	1	5	1	7	7	0			