#### 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.

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#### **Complaint Activity**

		Co	mparative [	Data							
Complaint Activity	Previous Fiscal Year Data										
	2011	2012	2013	2014	2015						
Number of complaints filed	3	10	4	12	6						
Number of complainants	3	10	4	11	6						
Repeat filers	0	0	0	1	0						

## Complaints by Basis

Complaints by Basis		C	Comparativ	/e Data	
Note: Complaints can be filed		Previ	ous Fisca	l Year Data	
alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015
Race	2	9	0	3	3
Color	0	1	0	1	2
Religion	0	0	0	0	1
Reprisal	3	3	3	6	6
Sex	2	6	2	5	3
National Origin	0	0	0	0	0
Equal Pay Act	1	3	0	0	1
Age	2	5	2	3	2
Disability	1	1	0	4	2
Genetic information	0	0	0	0	0
Non-EEO	0	0	0	0	2

# Complaints by Issue

Complaints by Issue		Со	mpara	ative Da	ata					
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Appointment/hire Assignment of duties Awards Conversion to full time Disciplinary action Demotion Reprimand Removal Suspension Other Duty hours Evaluation appraisal	Previous Fiscal Year Data									
The sum of the issues may not equal total complaints filed.	2012	2012	2013	2014	2015					
Appointment/hire	0	0	1	0	0					
Assignment of duties	1	5	3	5	4					
Awards	1	0	0	1	0					
Conversion to full time	0	0	0	0	0					
Disciplinary action										
Demotion	1	0	0	0	0					
Reprimand	0	0	1	0	0					
Removal	0	0	0	0	0					
Suspension	1	0	0	1	0					
Other	0	0	0	0	0					
Duty hours	0	0	1	0	0					
Evaluation appraisal	2	2	1	4	1					
Examination/test	0	0	0	0	0					

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

## **Processing Time**

		C	omparat	ive Data	
Processing Time		Previo	ous Fisc	al Year Da	ita
	2011	2012	2013	2014	2015
Complaints pending during fiscal year					
Average number of days in investigation stage	102	206	284	237	238
Average number of days in final action stage	302	91	160	63	40
Complaints pending during fiscal year where	hearing	was requ	uested		
Average number of days in investigation stage	96	221	369	344	314
Average number of days in final action stage	0	15	114	34	34

C	Complaints pending during fiscal year where	e hearing v	vas not i	requeste	ed	
	Average number of days in investigation stage	104	203	265	184	178
	Average number of days in final action stage	353	108	173	72	41

#### **Complaints Dismissed by Agency and Withdrawn by Complainants**

		(	Compara	tive Data	
		Prev	ious Fisc	al Year Da	ata
	2011	2012	2013	2014	2015
Complaints dismissed by Agency					
Total complaints dismissed by Agency	0	1	0	0	0
Average days pending prior to dismissal	0	191	0	0	0
Complaints withdrawn by complainants					
Total complaints withdrawn by complainants	0	0	0	1	0

## **Total Final Actions Finding Discrimination**

	Comparative Data												
Total Final Actions Finding		Previous Fiscal Year Data											
Discrimination	2011		20	2012		2013		14	20	15			
	#	%	#	%	#	%	#	%	#	%			
Total number findings	0	0	0	0	0	0	0	0	0	0			
Without hearing	0	0	0	0	0	0	0	0	0	0			
With hearing	0	0	0	0	0	0	0	0	0	0			

## Findings of Discrimination Rendered by Basis

Findings of Discrimination Rendered by				Com	parativ	/e Dat	ta			
Basis			Pre	vious	Fisca	l Year	Data	ı		
Note: Complaints can be filed alleging	2011		2012		2013		2014		20	15
multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%
Total number findings	0	0	0	0	0	0	0	0	0	C
Race	0	0	0	0	0	0	0	0	0	C
Color	0	0	0	0	0	0	0	0	0	C
Religion	0	0	0	0	0	0	0	0	0	C
Reprisal	0	0	0	0	0	0	0	0	0	C
Sex	0	0	0	0	0	0	0	0	0	C
National origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic information	0	0	0	0	0	0	0	0	0	(
Non-EEO	0	0	0	0	0	0	0	0	0	0
Findings after hearing	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	C
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
National origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	(
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic information	0	0	0	0	0	0	0	0	0	(
Non-EEO	0	0	0	0	0	0	0	0	0	(

Findings without hearing	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
National origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic information	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0

## Findings of Discrimination Rendered by Issue

					Com	parativ	e Dat	a				
Find	indings of Discrimination Rendered by Issue al number findings Appointment/hire Assignment of duties Awards Conversion to full time Disciplinary action Demotion Reprimand Suspension Removal Other Duty hours	Previous Fiscal Year Data										
		20	11	20	12	20	13	2014		20	)15	
		#	%	#	%	#	%	#	%	#	%	
Total	number findings	0	0	0	0	0	0	0	0	0	0	
Ap	ppointment/hire	0	0	0	0	0	0	0	0	0	0	
As	ssignment of duties	0	0	0	0	0	0	0	0	0	0	
Av	vards	0	0	0	0	0	0	0	0	0	0	
Co	onversion to full time	0	0	0	0	0	0	0	0	0	0	
Di	sciplinary action	0	0	0	0	0	0	0	0	0	0	
	Demotion	0	0	0	0	0	0	0	0	0	0	
	Reprimand	0	0	0	0	0	0	0	0	0	0	
	Suspension	0	0	0	0	0	0	0	0	0	0	
	Removal	0	0	0	0	0	0	0	0	0	0	
	Other	0	0	0	0	0	0	0	0	0	0	
Du	uty hours	0	0	0	0	0	0	0	0	0	0	
Εv	valuation appraisal	0	0	0	0	0	0	0	0	0	0	
Ex	amination/test	0	0	0	0	0	0	0	0	0	0	

Harassment	0	0	0	0	0	0	0	0	0	0
Nonsexual	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0
Medical examination	0	0	0	0	0	0	0	0	0	0
Pay (including overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/nonselection	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/conditions of employment	0	0	0	0	0	0	0	0	0	0
Time and attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
dings after hearing	0	0	0	0	0	0	0	0	0	0
Appointment/hire	0	0	0	0	0	0	0	0	0	0
Assignment of duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to full time	0	0	0	0	0	0	0	0	0	0
Disciplinary action	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Duty hours	0	0	0	0	0	0	0	0	0	0
Evaluation appraisal	0	0	0	0	0	0	0	0	0	0
Examination/test	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0
Nonsexual	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0
Medical examination	0	0	0	0	0	0	0	0	0	0
Pay (including overtime)	0	0	0	0	0	0	0	0	0	0

Promotion/nonselection	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/conditions of employment	0	0	0	0	0	0	0	0	0	0
Time and attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
dings without hearing	0	0	0	0	0	0	0	0	0	0
Appointment/hire	0	0	0	0	0	0	0	0	0	0
Assignment of duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to full time	0	0	0	0	0	0	0	0	0	0
Disciplinary action	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Duty hours	0	0	0	0	0	0	0	0	0	0
Evaluation appraisal	0	0	0	0	0	0	0	0	0	0
Examination/test	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0
Nonsexual	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0
Medical examination	0	0	0	0	0	0	0	0	0	0
Pay (including overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/nonselection	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable accommodation	0	0	0	0	0	0	0	0	0	0

Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/conditions of employment	0	0	0	0	0	0	0	0	0	0
Time and attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	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							
		2011	2012	2013	2014	2015				
Tota	al complaints from previous fiscal years	3	4	9	9	7				
Total complainants		3	4	9	9	7				
Nur	nber complaints pending									
	Investigation	0	4	7	6	0				
	Hearing	2	0	0	3	4				
	Final action	1	0	1	0	0				
	Appeal with EEOC Office of Federal Operations	0	0	1	0	3				

#### **Complaint Investigations**

Complaint Investigations	Comparative Data							
	Previous Fiscal Year Data							
	2011	2012	2013	2014	2015			
Pending complaints where investigations exceed required time frames	1	7	7	3	4			