



NO FEAR ACT
ANNUAL REPORT TO CONGRESS

October 1, 2013 – September 30, 2014



Office of Minority and Women Inclusion

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Introduction

The Federal Housing Finance Agency (FHFA) was established by the Housing and Economic Recovery Act (HERA) and is responsible for the effective supervision, regulation, and housing mission oversight of the Federal National Mortgage Association (Fannie Mae), the Federal Home Loan Mortgage Corporation (Freddie Mac), and the Federal Home Loan Bank System, which includes 12 Federal Home Loan Banks (FHLBanks) and the Office of Finance. The agency's mission is to ensure that these regulated entities operate in a safe and sound manner so that they serve as a reliable source of liquidity and funding for housing finance and community investment. Since 2008, FHFA has also served as conservator of Fannie Mae and Freddie Mac (together, the Enterprises).

This report, which focuses on Fiscal Year (FY) 2014, also covers the period FY 2010 through FY 2014. It was prepared in accordance with the requirements of Title II, Section 203, of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act). The No FEAR Act, Public Law 107-174, and regulations at 5 C.F.R. Part 724, require that federal agencies be publicly accountable for violations of antidiscrimination and whistleblower protection laws by posting both quarterly and annual statistical data relating to federal sector Equal Employment Opportunity (EEO) complaints on their public websites. Federal agencies must also notify employees and applicants for employment about their rights under the federal antidiscrimination and whistleblower laws.

FHFA is committed to fostering an inclusive work environment to better serve the agency's mission, and FHFA is committed to creating a work place where employees are valued and diversity is fully supported. This is reflected in FHFA's 2015 EEO Policy Statement, signed by Director Melvin L. Watt on January 23, 2015, which highlights the agency's commitment to FHFA employees:

I fully support diversity and inclusion policies and programs at FHFA. With your engagement and commitment, we can maintain an inclusive workplace in which all employees are valued and treated with dignity and respect. Together, we can be a model workplace community that is inclusive and delivers programs and services with excellence, integrity and respect.¹

¹ <http://www.fhfa.gov/AboutUs/Policies/Pages/Equal-Employment-Opportunity.aspx>.



Claims in Federal Court Arising Under Federal Antidiscrimination or Whistleblower Laws

I. Types of Claims in Federal Court and Disposition Status

Since FY 2010, one federal court case has alleged a claim against FHFA concerning federal antidiscrimination laws. This case was initiated in FY 2013 alleging a violation of the Age Discrimination in Employment Act (ADEA) of 1967, 29 U.S.C. Chapter 14.² It was resolved through settlement. No cases or claims alleging a violation of whistleblower laws were filed between FY 2010 and FY 2014. **Table 1** shows the disposition status of related claims in federal court.

II. The Judgment Fund and Any Budget Adjustments

FHFA is a non-appropriated agency and, therefore, does not utilize the Judgment Fund. Accordingly, FHFA made no budget adjustments relating to the U.S. Department of the Treasury Judgment Fund during the period FY 2010 through FY 2014.³

III. Findings of Misconduct and Disciplinary Actions

During FY 2014, FHFA did not discipline any employees for discrimination, retaliation, harassment, or an infraction of any provision of law covered by the No FEAR Act. This is consistent with the fact that there were no findings of discrimination by Final Agency Decision, order of the Equal Employment Opportunity Commission (EEOC), the Merit Systems Protection Board, the Office of Special Counsel (OSC), a federal court, or after a management inquiry.

² Although the case was pending in FY 2013, the agency was not served until FY 2014.

³ The Judgment Fund is a permanent, indefinite appropriation used to pay court judgments and U.S. Department of Justice settlements of actual or imminent lawsuits against the U.S. government. It is a permanent appropriation and is administered by the Judgment Fund Branch, which is part of the U.S. Department of Treasury, Financial Management Service. The No FEAR Act requires federal agencies to reimburse the Judgment Fund for personnel discrimination payments made in accordance with 28 U.S.C. §§ 2414, 2517, 2672, or 2677.



Table 1: Disposition Status of Claims in Federal Court by Statute FY 2010 through FY 2014

Status of Federal Claims by Statute	2010	2011	2012	2013	2014
Title VII of the Civil Rights Act of 1964	0	0	0	0	0
<i>Pending</i>	0	0	0	0	0
<i>Dismissed</i>	0	0	0	0	0
<i>Settled</i>	0	0	0	0	0
Age Discrimination in Employment Act of 1967	0	0	0	1	1
<i>Pending</i>	0	0	0	1	0
<i>Dismissed</i>	0	0	0	0	0
<i>Settled</i>	0	0	0	0	1
Rehabilitation Act of 1973	0	0	0	0	0
<i>Pending</i>	0	0	0	0	0
<i>Dismissed</i>	0	0	0	0	0
<i>Settled</i>	0	0	0	0	0
Whistleblower Protection Act	0	0	0	0	0
<i>Pending</i>	0	0	0	0	0
<i>Dismissed</i>	0	0	0	0	0
<i>Settled</i>	0	0	0	0	0
Equal Pay Act of 1963	0	0	0	0	0
<i>Pending</i>	0	0	0	0	0
<i>Dismissed</i>	0	0	0	0	0
<i>Settled</i>	0	0	0	0	0



Table 2: Number of Employees Disciplined in Connection with Federal Court and Administrative Cases for Conduct Inconsistent with Federal Antidiscrimination or Whistleblower Laws for the Period FY 2010 through FY 2014

A. Employees Disciplined in Connection with Federal Court Cases					
	2010	2011	2012	2013	2014
Number of Findings	0	0	0	0	0
Number of Employees Disciplined	0	0	0	0	0

B. Employees Disciplined in Connection with Administrative Cases					
	2010	2011	2012	2013	2014
Number of Findings	0	0	0	0	0
Number of Employees Disciplined	0	0	0	0	0

The agency recently finalized an employee conduct and discipline policy in February 2015. The policy notes that employees are expected to:

Demonstrate high standards of integrity, both on and off the job, and to abide by the Standards of Ethical Conduct for Executive Branch Employees and other applicable laws, rules, and regulations, as well as all Federal anti-discrimination and anti-retaliation laws and policies.

FHFA’s disciplinary procedures are designed to enable management to address misconduct appropriately, with the goal of ensuring the behavior is not repeated or emulated, and providing due process as required by 5 U.S.C. Chapter 75 and 5 C.F.R. Part 752 for the individual charged with the misconduct.

To raise awareness about acceptable behavior, in December 2013, FHFA issued a policy statement on the prevention and elimination of workplace harassment that was posted on the agency’s intranet and internet sites (See **Appendix 1**).⁴ The agency plans to update its harassment policy statement during FY 2015. FHFA also issued an updated EEO Policy Statement in January 2015 that communicated a zero-tolerance policy for discrimination, retaliation, and harassment (See **Appendix 2**).

⁴ http://www.fhfa.gov/AboutUs/Policies/Documents/Anti-Harassment-Policy-Statement-2013_N508.pdf.



Final Year-End No FEAR Act Data for FY 2010 through FY 2014

Appendix 3 provides administrative complaint activity for the past five fiscal years. This information was posted on the agency’s public website in accordance with EEOC regulations at 29 C.F.R. Part 1614; subpart G.

Data Analysis

I. FY 2014 Discrimination Complaint Data

During FY 2014, 11 FHFA employees filed a total of 12 formal discrimination complaints. This is an increase of eight complaints from FY 2013. **Table 3** provides information about the number of complaints that were filed during the period FY 2010 through FY 2014.

Table 3: FHFA Complaint Activity for the Period FY 2010 through FY 2014

	2010	2011	2012	2013	2014
Number of FHFA Employees ⁵	457	519	572	594	587
Number of complaints filed	7	3	10	4	12
Number of complainants	2	3	10	4	11
Repeat filers	1	0	0	0	1
Complaints Filed as a Percentage of Total FHFA Workforce	1.53	0.58	1.75	0.67	2.04

The leading bases or types of discrimination alleged in the FY 2014 complaints were: reprisal (6), gender (5), and disability (4). The data in **Table 4** reflect the bases and type of discrimination alleged in the complaints filed from FY 2010 through FY 2014.

⁵ The OIG posts its No FEAR Data separately from FHFA and administers No FEAR compliance for OIG employees. Therefore, these numbers do not include OIG employees.



Table 4: FHFA Complaint Activity for the Period FY 2010 – FY 2014 by Bases of Discrimination⁶

	2010	2011	2012	2013	2014
Race	7	2	9	0	3
Color	1	0	1	0	1
Religion	0	0	0	0	0
Reprisal	5	3	3	2	6
Gender	2	2	6	2	5
National Origin	1	0	0	0	0
Equal Pay Act	0	1	3	0	0
Age	1	2	5	2	3
Disability	0	1	1	0	4
Genetic Information	0	0	0	0	0
Non-EEO	0	0	0	0	0

The three leading issues alleged in the FY 2014 formal complaints were concerns about promotion/non-selection (5), assignment of duties (5), and evaluation/appraisal (4). **Table 5** shows the number of issues alleged during the past five fiscal years.

⁶ Complaints can be filed alleging multiple bases of discrimination. The sum of the bases may not equal total complaints filed.



Table 5: FHFA Complaint Activity for FY 2010 – FY 2014 by Issue⁷

	2010	2011	2012	2013	2014
Appointment/Hire	0	0	0	1	0
Assignment of Duties	1	1	5	3	5
Awards	0	1	0	0	1
Conversion to Full Time	0	0	0	0	0
Disciplinary Action					
<i>Demotion</i>	0	1	0	0	0
<i>Reprimand</i>	1	0	0	1	0
<i>Removal</i>	0	0	0	0	0
<i>Suspension</i>	0	1	0	0	1
<i>Other</i>	0	0	0	0	0
Duty hours	0	0	0	1	0
Evaluation appraisal	3	2	2	1	4
Examination/test	0	0	0	0	0
Harassment					
<i>Nonsexual</i>	1	1	2	2	3
<i>Sexual</i>	0	1	3	1	0
Medical examination	0	0	0	0	0
Pay (including overtime)	0	1	4	1	1

⁷ Complaints can be filed alleging multiple issues. The aggregate number of the issues may not equal total complaints filed.



	2010	2011	2012	2013	2014
Promotion/Non-Selection	0	1	8	1	5
Reassignment					
<i>Denied</i>	1	0	0	0	0
<i>Directed</i>	0	0	0	0	0
Reasonable accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	1	0	0
Termination	1	0	2	1	0
Terms/conditions of employment	0	0	0	1	0
Time and attendance	0	0	0	1	1
Training	0	0	1	2	0
Other	1	0	1	0	1

II. Examination of Trends and Causal Analysis

From FY 2010 through FY 2014, 25 individuals filed 36 complaints in the aggregate, resulting in an average of 7.2 complaints filed per year. Of the 36 complaints filed, there were 21 allegations of race discrimination, 19 allegations of reprisal, and 17 allegations of gender discrimination (See **Table 4**). **Table 5** shows that the most common issues raised by complainants concerned promotion/non-selection (15), assignment of duties (15), harassment (14), and evaluations/appraisals (12).

As reflected in the data, the agency does not have a large volume of cases to assess and, as a result, has not identified a particular cause or causes for the complaints. The agency, however, has reviewed the data and made the following observations:



- Across the federal government, race is one of the top three bases of discrimination⁸ alleged in formal complaints, as is also the case at FHFA;
- A high incidence of reprisal allegations is common to FHFA and agencies throughout the federal government;⁹ and
- Gender is the third most alleged basis of discrimination at FHFA and within the federal government.¹⁰

One of the leading alleged issues raised by complainants at FHFA is harassment. Many employees use the term to describe allegedly unfavorable work conditions or assignments, without any nexus to a protected basis. Most agency harassment cases are non-sexual and deal with work assignments, communication styles, and employee accountability, none of which is a protected EEO category. The agency intends to provide more harassment training so that managers and employees are aware of the applicable legal definitions and anti-harassment protections. Currently, non-sexual harassment is one of the most frequently alleged issues in the federal government workforce.¹¹

A favorable trend the data illustrates is that FHFA decreased the timeframes associated with processing formal complaints of discrimination during FY 2014. FHFA decreased the average number of days for investigating complaints by 47 days in comparison to FY 2013. The EEOC's FY 2012 Annual Report on the Federal Workforce listed the average time federal agencies took to complete an investigation as 187 days.¹² See **Table 6** for additional information about the timeframes associated with FHFA's processing of formal complaints of discrimination.

⁸ See U.S. EEOC Office of Federal Operations, Annual Report on the Federal Workforce Part I, EEO Complaints Processing, Part 1, page 12, <http://www.eeoc.gov/federal/reports/fsp2011/upload/FY-2011-Annual-Report-Part-I-Master.pdf>.

⁹ *Id.*

¹⁰ *Id.*

¹¹ *Id.*

¹² U.S. EEOC Office of Federal Operations, Annual Report on the Federal Work Force Part 1, Figure 3 – Average Processing Days for Investigations for FY 2008 – FY 2012, page 21, <http://www.eeoc.gov/federal/reports/fsp2012/upload/FY-2012-Annual-Report-Part-I-Complete.pdf>.



Table 6: FHFA Complaint Processing Time for the Period FY 2010 through FY 2014

	2010	2011	2012	2013	2014
Complaints pending during Fiscal Year					
Average number of days in investigation stage	154	102	206	284	237
Average number of days in final action stage	136	302	91	160	63
Complaints pending during Fiscal Year where hearing was requested					
Average number of days in investigation stage	0	96	221	369	344
Average number of days in final action stage	0	0	15	114	34
Complaints pending during Fiscal Year where hearing was not requested					
Average number of days in investigation stage	169	104	203	265	184
Average number of days in final action stage	149	353	108	173	72

Practical Knowledge

The agency realizes the importance of having EEO, human resources, and alternative dispute resolution (ADR) policies in place in order to establish standards and to promote consistency throughout the agency. FHFA plans to implement revised anti-harassment and ADR policy statements by the end of FY 2015. The agency also recently issued an employee conduct and discipline policy. Once new or updated policies are issued, it is important to provide regular training to raise awareness and support effective application of the policies. As part of raising awareness, the agency is contemplating ways to increase website utility so that access to anti-discrimination polices improves.

The agency evaluates its EEO program on an annual basis, as required by the EEOC’s Management Directive 715. As a result, FHFA developed action plans to address areas in need of improvement, including capturing and analyzing relevant job applicant flow data. The agency will analyze workforce demographic data, including salary levels, the distribution of awards, and the approval of training and career development opportunities, by race, ethnicity, gender, age, and disability status. Further, FHFA will initiate the review and analysis of hiring practices for people with disabilities and, if necessary, update employment information and recruitment materials to be more accessible as a way of advancing employment opportunities to those



individuals. The agency will also perform an analysis of career advancement opportunities for employee groups with lower representation at the senior management level.

During FY 2015, FHFA will also update the agency's processes and procedures for requesting reasonable accommodations for employees with disabilities, focus on developing an ADR program, and redesign the Special Emphasis Programs. Finally, the agency will update its procedures for preventing harassment and will provide relevant training to ensure understanding and compliance.

FHFA achieved reductions in the amount of time it takes to process formal complaints of discrimination by using new internal monitoring procedures for conducting investigations during FY 2014. In addition, the agency implemented a case management database to help with EEO case tracking, monitoring and reporting. FHFA intends to steadily reduce processing times to be more consistent with the EEOC's requirements and more aligned with those of the federal government workforce overall.¹³

Actions to Improve Equal Employment Opportunity Program

As noted above, FHFA developed a number of action plans for improving its EEO program. These plans were submitted to the EEOC in conjunction with the Management Directive 715 Report. The agency will revise its policies and procedures for the administration of the EEO complaint process to include written procedures for ADR, and reasonable accommodations for employees with disabilities. FHFA is also reviewing its performance evaluation and compensation policies. In addition, the agency will evaluate ways to effectively gather relevant job applicant flow data and improve recruitment efforts in areas of low representation.

No FEAR Act Training Plan

In compliance with the recurring training and documentation requirements of 5 C.F.R. § 724.203(b) and (d), FHFA developed a No FEAR Act training module in 2014. During the onboarding process, new employees are provided with the No FEAR Act Notice and relevant training. The agency began the OSC certification process for the Whistleblower Protection Act.

¹³ U.S. EEOC Office of Federal Operations, Annual Report on the Federal Work Force Part 1, <http://www.eeoc.gov/federal/reports/fsp2012/upload/FY-2012-Annual-Report-Part-I-Complete.pdf>.



As part of this process, all management officials were required to attend whistleblower training provided by the OSC. Posters were also displayed at strategic locations throughout the agency including in the EEO Services office. The agency intends to provide live and on-line No FEAR Act training to all eligible employees during FY 2015.





Appendix 1

Federal Housing Finance Agency

PREVENTION AND ELIMINATION OF HARASSMENT IN THE WORKPLACE POLICY STATEMENT

The Federal Housing Finance Agency (FHFA) is committed to maintaining a positive, productive work environment in which all employees are free to put forth their best effort and have an opportunity to succeed as a result. To facilitate that type of environment, the FHFA will not tolerate workplace harassment of any employee (either by another employee or non-employee), will promptly investigate allegations of harassment, and, where allegations are substantiated, will take appropriate action. Further, the FHFA will not tolerate retaliation against any employee for reporting harassment under this or any other policy, for assisting in any inquiry about a report of harassment, or for opposing discrimination or harassment.

Harassment is any objectively offensive conduct based on race, sex (whether or not of a sexual nature and including same-gender harassment), sexual orientation, religion, color, national origin, age, disability, family medical history or genetic information, political affiliation, or status as a parent, military service, or any other non-merit based factor. Examples of offensive conduct include:

- Offensive verbal conduct such as obscene language, epithets, suggestive statements or innuendo, or derogatory comments.
- Unwelcome physical conduct, such as touching or gestures.
- Creating or displaying offensive graphic materials in the workplace that relate to the race, sex, sexual orientation, religion, color, national origin, age, disability, genetic information, political affiliation, status as a parent, or military service of an employee.
- Retaliation for an employee's opposition to discrimination or participation in the discrimination complaint process.

Any of these behaviors may be considered harassment if a person experiencing the conduct does not welcome it. Harassment occurs when:

- Submission to offensive conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
- Submission to or rejection of offensive conduct by an individual is used as the basis for tangible job decisions affecting that individual; or
- Offensive conduct unreasonably interferes with or is intended to interfere with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

The anti-discrimination statutes and this policy are not a general civility code. However, we all should seek a workplace free of harassment that provides a collegial atmosphere of open and honest communication and a commitment to fair exchanges of ideas and resolution of workplace disputes.

This Anti-Harassment Policy applies to all FHFA employees. Violations of the policy will result in disciplinary actions, up to and including termination. You should feel free to discuss any questions or concerns related to harassment with your supervisor, the Office of Human Resources Management, or the Manager of Equal Employment Opportunity Services without fear of reprisal. Confidentiality will be provided to every extent possible.


Edward J. DeMarco
Acting Director, FHFA

12-18-2013
Date

Appendix 2



To: All FHFA Employees

Subject: FHFA EEO Policy Statement

As the Director of FHFA, I unequivocally support Equal Employment Opportunity (EEO). FHFA prohibits discrimination based on race, color, religion, gender (including pregnancy and gender identity), national origin, disability (physical or mental), age (40 years of age or over), sexual orientation, genetic information, parental status, marital status, and prior protected EEO activity. I am fully committed to ensuring that all employees are aware of and follow antidiscrimination laws, rules, regulations, and policies.

Discrimination is prohibited in every aspect of FHFA personnel policies, program practices, and operations. This applies to working conditions, including the areas of recruitment, hiring, merit promotion, transfer, reassignment, training, career development, benefits, and separation, among others. Employees have the right to file EEO complaints within 45 calendar days of the alleged discriminatory event or within 45 calendar days of the awareness of the discriminatory event.

Retaliation and harassment are not tolerated at FHFA. Everyone at FHFA is expected to oppose discriminatory employment practices and to participate in the EEO process. Managers and supervisors should participate fully in Alternative Dispute Resolution, EEO investigations, and harassment inquiries.

In addition to EEO, I fully support diversity and inclusion policies and programs at FHFA. With your engagement and commitment, we can maintain an inclusive workplace in which all employees are valued and treated with dignity and respect. Together, we can be a model workplace community that is inclusive and delivers programs and services with excellence, integrity, and respect.

This policy statement will be distributed and posted in our workplace so employees and the public are aware of our commitment to EEO and diversity. This policy statement and additional information on the neutral EEO process and EEO Counseling can be obtained by contacting EEO services at 202-649-3816, via e-mail at eeoservices@fhfa.gov, or by viewing our intranet website <http://intranet.fhfa.gov/Default.aspx?Page=312>.

I look forward to working with each of you to fulfill the agency's mission of building diversity and inclusion and eliminating discrimination in the workplace. Thank you for your support of EEO, diversity, and inclusion at FHFA.

Melvin L. Watt
Director, FHFA

Date

1/23/2015

Appendix 3

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year 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	Comparative Data					
	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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		Comparative Data					
		Previous Fiscal Year Data					2014
		2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>							
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					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 hearing was requested						
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 hearing was not requested						
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

		Comparative Data					
		Previous Fiscal Year Data					2014
		2009	2010	2011	2012	2013	
Complaints 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
Complaints withdrawn by complainants							
	Total complaints withdrawn by complainants	1	0	0	0	0	1

Total Final Actions Finding Discrimination

Total Final Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
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 <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>		Comparative Data											
		Previous Fiscal Year Data										2014	
		2009		2010		2011		2012		2013			
		#	%	#	%	#	%	#	%	#	%	#	%
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	0
	National origin	0	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	0
	Age	0	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	0
	Genetic information	0	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	0
Findings after hearing		0	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	0
	Color	0	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	0
	Reprisal	0	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	0
	National origin	0	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	0
	Age	0	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	0
	Genetic information	0	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	0
Findings without hearing		0	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	0
	Color	0	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	0
	Reprisal	0	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	0
	National origin	0	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	0
	Age	0	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	0

Genetic information	0	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	0

Findings of Discrimination Rendered by Issue

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
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	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
Findings 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 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
Findings 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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Total complaints from previous fiscal years	1	7	3	4	9	9
Total 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					
	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Pending complaints where investigations exceed required time frames	1	5	1	7	7	3