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
- 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- Complaints Dismissed by Agency and Withdrawn by Complainants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		2013
Complaint Activity	2008	2009	2010	2011	2012	Thru 12-31- 12 ¹
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

¹ No complaints filed in FY2013 as of December 31, 2012.

Complaints by Basis			Compara	ative Data		
Note: Complaints can be filed		2013				
alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	Thru 12-31-12
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	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2008	2009	2010	2011	2012	Thru 12-31- 12	
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

		C	Comparative Data											
D.,	Pr	2013												
Processing Time ²	2008	2009	2010	2011	2012	Thru 12-31- 12								
Complaints pending during fiscal year														
Average number of days in investigation stage	112	113	154	102	206	265								
Average number of days in final action stage	21	40	136	302	91	230								
Complaints pending during fiscal year where hea	ring wa	s reque	ested											
Average number of days in investigation stage	0	0	0	96	221	213								
Average number of days in final action stage	0	0	0	0	15	30								
Complaints pending during fiscal year where hea	aring wa	s not re	equeste	d										
Average number of days in investigation stage	112	113	169	104	203	305								

² All averages do not count the end date.

erage number of days in final action stage	21	40	149	353	108	15	
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Complaints Dismissed by Agency and Withdrawn by Complainants

			С	ompara	ative Da	ta							
		Previous Fiscal Year Data 20											
		2008	2009	2010	2011	2012	Thru 12-31- 12						
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	al Y	ear [Data			2013	Thru		
Discrimination		80	20	09	20	10	20	11	20	12	12-3	1-12		
	#	%	#	%	#	%	#	%	#	%	#	%		
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 Rendered by Basis	Previous Fiscal Year Data 20												
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.		800	20	09	20	10	20	11	20	12	12-	nru 31- 2	
and imanige.	#	%	#	%	#	%	#	%	#	%	#	%	
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
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	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 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

						Con	npa	rativ	/e D	ata			
	Findings of Discrimination Rendered by		Pr	evic	ous	Fiso	cal \	ea/	r Da	ata		2013 Thru	
	Issue	20	80	20	09	20	10	20	11	20	12		1-12
		#	%	#	%	#	%	#	%	#	%	#	%
Т	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
Find	ings 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
ndings 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

												1	П
Other	0	0		0	0	0	0	0	0	0	0	0	

Pending Complaints Filed in Previous Fiscal Years by Status

		Comparative Data											
Per	Pending Complaints Filed in Previous Fiscal Years by Status		Previous Fiscal Year Data										
			2009	2010	2011	2012	Thru 12-31- 12 ³						
Tota	al complaints from previous fiscal years	0	1	7	5	4	9						
Tota	al complainants	0	1	7	5	4	9						
Nun	nber complaints pending												
	Investigation	0	0	4	0	2	4						
	Hearing	0	0	0	1	1	1						
	Final action	0	0	2	3	1	2						
	Appeal with EEOC Office of Federal Operations	0	1	1	1	0	0						

Complaint Investigations

Complaint Investigations	Pro	2013				
Complaint investigations	2008	2009	2010	2011	2012	Thru 12- 31-12
Pending complaints where investigations exceed required time frames	0	1	5	1	7	6

³ 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.

⁴ FHFA was not established until July 2008.