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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- 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- Complaints Dismissed by Agency and Withdrawn by Complainants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

			Comparative Data										
Complaint Activity		Previous Fiscal Year Data											
	2008	2009	2010	2011	2012	2013							
Number of complaints filed	2	7	7	3	10	4							
Number of complainants	2	7	2	3	10	4							
Repeat filers	0	0	1	0	0	0							

Complaints by Basis

Complaints by BasisComparative DataNote: Complaints can be filed alleging multiple bases. The sum20082009201020112012										
Note: Complaints can be filed		Previous	Fiscal Y	ear Data		2013				
alleging multiple bases. The sum	2008	2009	2010	2011	2012					

of the bases may not equal total complaints filed.						
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	2
Sex	1	2	2	2	6	2
National Origin	0	1	1	0	0	0
Equal Pay Act	0	0	0	1	3	0
Age	0	2	1	2	5	2
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		Со	mpara	tive D)ata	
Note: Complaints can be filed alleging multiple issues.	Year	Data				
The sum of the issues may not equal total complaints filed.	2008	2009	2010	2011	2012	2013
Appointment/hire	0	0	0	0	0	0
Assignment of duties	0	1	1	1	5	2
Awards	1	2	0	1	0	0
Conversion to full time	0	0	0	0	0	1
Disciplinary action						
Demotion	0	0	0	1	0	0
Reprimand	0	0	1	0	0	1
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	1
Evaluation appraisal	0	0	3	2	2	1
Examination/test	0	0	0	0	0	0
harassment						
Nonsexual	0	3	1	1	2	2
Sexual	0	2	0	1	3	0
Medical examination	0	0	0	0	0	0

Pay (including overtime)	1	1	0	1	4	1
Promotion/nonselection	2	3	0	1	8	1
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	1
Time and attendance	0	1	0	0	0	1
Training	0	1	0	0	1	0
Other	0	0	1	0	1	0

Processing Time

		С	ompara	tive Da	ta	
Processing Time ¹	Pr	evious	Fiscal \	ear Da	ita	2013
	2008	2009	2010	2011	2012	2013
Complaints pending during fiscal year						
Average number of days in investigation stage	112	113	154	102	206	284
Average number of days in final action stage	21	40	136	302	91	160
Complaints pending during fiscal year where hea	ring wa	s reque	ested			
Average number of days in investigation stage	0	0	0	96	221	369
Average number of days in final action stage	0	0	0	0	15	114
Complaints pending during fiscal year where hea	ring wa	s not re	queste	d		
Average number of days in investigation stage	112	113	169	104	203	265
Average number of days in final action stage	21	40	149	353	108	173

Complaints Dismissed by Agency and Withdrawn by Complainants

Comparative Data	
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¹ All averages do not count the end date.

		P	revious	Fiscal \	∕ear Da	ta	0040
		2008	2009	2010	2011	2012	2013
Сс	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
Сс	omplaints withdrawn by complainants						
	Total complaints withdrawn by complainants	0	1	0	0	0	0

Total Final Actions Finding Discrimination

					Cor	mpar	ative	e Dat	a										
Total Final Actions Finding			Prev	/ious	Fisc	al Ye	ear D	Data				40							
Discrimination	20	08	20	09	20	10	20	11	20	12	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				Co	mp	bara	ativ	'e D	Data	a		
Note: Complaints can be filed alleging multiple bases.						20)13					
The sum of the bases may not equal total complaints	20	80	20	09	20	10	20)11	20	12	20	/13
and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total number findings	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	00000			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	C
	Age	0	0	0	0	0	0	0	0	0	0	0	C
	Disability	0	0	0	0	0	0	0	0	0	0	0	C
	Genetic information	0	0	0	0	0	0	0	0	0	0	0	C
	Non-EEO	0	0	0	0	0	0	0	0	0	0	0	(
Findi	ings after hearing	0	0	0	0	0	0	0	0	0	0	0	(
	Race	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	(
	Reprisal	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	(
indi	ings without hearing	0	0	0	0	0	0	0	0	0	0	0	(
	Race	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	(
	Reprisal	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	(

					(Com	npar	ativ	e D	ata			
Findings of Discri	mination Rendered by		Pı	evi	ous	Fiso	cal N	/ea	r Da	ata		20	13
	Appointment/hire Assignment of duties Awards Conversion to full time Disciplinary action Demotion Reprimand Suspension Removal Other Duty hours Evaluation appraisal Examination/test harassment Nonsexual Sexual Medical examination Pay (including overtime) Promotion/nonselection Reassignment Denied Directed Reasonable accommodation Retirement Termination Terms/conditions of employment Time and attendance	20	80	20	09	20	10	20)11	20	12	20	15
		#	%	#	%	#	%	#	%	#	%	#	%
Total number finding	S	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/hi	e	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of a	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 f	ull time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary acti	on	0	0	0	0	0	0	0	0	0	0	0	0
Demotior	1	0	0	0	0	0	0	0	0	0	0	0	0
Reprimar	nd	0	0	0	0	0	0	0	0	0	0	0	0
Suspensi	on	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 appr	aisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/tes	st	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
Nonsexu	al	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 examin	ation	0	0	0	0	0	0	0	0	0	0	0	0
Pay (including o	overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/nons	election	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 acc	commodation	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/condition	ns of employment	0	0	0	0	0	0	0	0	0	0	0	C
Time and attend	dance	0	0	0	0	0	0	0	0	0	0	0	C
Training		0	0	0	0	0	0	0	0	0	0	0	C

Findings of Discrimination Rendered by Issue

Oth	er	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0	0	0	0
Арр	ointment/hire	0	0	0	0	0	0	0	0	0	0	0	0
Ass	ignment of duties	0	0	0	0	0	0	0	0	0	0	0	0
Awa	ards	0	0	0	0	0	0	0	0	0	0	0	0
Con	version to full time	0	0	0	0	0	0	0	0	0	0	0	0
Disc	ciplinary 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	C
	Reprimand	0	0	0	0	0	0	0	0	0	0	0	C
	Suspension	0	0	0	0	0	0	0	0	0	0	0	C
	Removal	0	0	0	0	0	0	0	0	0	0	0	C
	Other	0	0	0	0	0	0	0	0	0	0	0	C
Duty	y hours	0	0	0	0	0	0	0	0	0	0	0	C
Eva	luation appraisal	0	0	0	0	0	0	0	0	0	0	0	(
Exa	mination/test	0	0	0	0	0	0	0	0	0	0	0	(
hara	assment	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	(
Med	dical 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	(
Pro	motion/nonselection	0	0	0	0	0	0	0	0	0	0	0	(
Rea	assignment	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	(
Rea	sonable accommodation	0	0	0	0	0	0	0	0	0	0	0	(
Reir	nstatement	0	0	0	0	0	0	0	0	0	0	0	(
Reti	irement	0	0	0	0	0	0	0	0	0	0	0	(
Terr	mination	0	0	0	0	0	0	0	0	0	0	0	(
Terr	ms/conditions of employment	0	0	0	0	0	0	0	0	0	0	0	(
Tim	e and attendance	0	0	0	0	0	0	0	0	0	0	0	(
Trai	ning	0	0	0	0	0	0	0	0	0	0	0	(
Oth	er	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	(
Арр	ointment/hire	0	0	0	0	0	0	0	0	0	0	0	(
Ass	ignment 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	C
Conversion to full time	0	0	0	0	0	0	0	0	0	0	0	C
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	(
Other	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	Comparative Data
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	Years by Status			Previous Fiscal Year Data							
			2009	2010	2011	2012	2013 ²				
Tota	al complaints from previous fiscal years	0	1	7	5	4	9				
Tota	al complainants	0	1	7	5	4	9				
Nun	Number complaints pending										
	Investigation	0	0	4	1	3	3				
	Hearing	0	0	0	1	1	2				
	Final action	0	0	2	2	0	2				
	Appeal with EEOC Office of Federal Operations	0	1	1	1	0	1				

Complaint Investigations

	Comparative Data								
Complaint Investigations	Pr								
	2008	2009	2010	2011	2012	2013			
Pending complaints where investigations exceed required time frames	0	1	5	1	7	7			

² 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.

³ FHFA was not established until July 2008.