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
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Complaint Activity

		Comparative Data												
Complaint Activity		Previous	s Fiscal Y	ear Data		2013								
	2008	2009	2010	2011	2012	Thru 6-30								
Number of complaints filed	2	7	7	3	10	1								
Number of complainants	2	7	2	3	10	1								
Repeat filers	0	0	1	0	0	0								

Complaints by Basis

Complaints by Basis			Compara	itive Data		
Note: Complaints can be filed		Previous	s Fiscal Ye	ear Data		2013
alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	Thru 6-30
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	1
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	1
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	itive D	ata	
Note: Complaints can be filed alleging multiple issues.	Prev	ious F	iscal	Year I	Data	2013
The sum of the issues may not equal total complaints filed.	2008	2009	2010	2011	2012	Thru 6-30
Appointment/hire	0	0	0	0	0	0
Assignment of duties	0	1	1	1	5	1
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	1
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

		С	ompara	tive Da	ta	
Processing Time ¹	Pr	evious	Fiscal \	ear Da	ıta	2013
_	2008	2009	2010	2011	2012	Thru 6-30
Complaints pending during fiscal year						
Average number of days in investigation stage	112	113	154	102	206	326
Average number of days in final action stage	21	40	136	302	91	209
Complaints pending during fiscal year where hea	ring wa	s reque	sted			
Average number of days in investigation stage	0	0	0	96	221	305
Average number of days in final action stage	0	0	0	0	15	22
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	329
Average number of days in final action stage	21	40	149	353	108	247

¹ All averages do not count the end date.

Complaints Dismissed by Agency and Withdrawn by Complainants

			С	ompara	ative Da	ta								
		Р	revious	Fiscal \	ear Da	ta	2013 Thru							
		2008 2009 2010 2011 2012												
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												

Total Final Actions Finding Discrimination

	Comparative Data													
Total Final Actions Finding			Pre	vious	Fisc	al Y	ear D	Data			2013 Thru			
Discrimination	20	2008		09	20	10	20	2011		12	6-	30		
	#	%	#	%	#	%	#	%	#	%	#	%		
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

Fin	dings of Discrimination Rendered by Basis				Co	om	par	ativ	/e [Dat	а		
		F	re۱	/ioi	us F	-is	cal	Ye	ar [Dat	а	_)13
	te: Complaints can be filed alleging multiple bases. e sum of the bases may not equal total complaints and findings.	2008 2			09	20	10	20	11	1 2012			าru 30
	and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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
Find	dings 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
Find	dings 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

					(Cor	npa	rativ	ve D	ata			
F	indings of Discrimination Rendered by		Pr	evi	ous	Fis	cal \	⁄ea	r Da	ata			13
_	Issue	20	80	20	09	20	10	20	11	20	12		nru 30
		#	%	#	%	#	%	#	%	#	%	#	%
То	tal 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
Fir	dings 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
Fin	dings 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

			Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status		Prev	2013									
		2008 ³	2009	2010	2011	2012	Thru 6- 30 ²					
Total complaints from previous fiscal years			1	7	5	4	9					
Total complainants		0	1	7	5	4	9					
Nun	nber 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

Complaint Investigations	Comparative Data								
	Pro	2013							
		2009	2010	2011	2012	Thru 6-30			
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.