

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

Complaint Activity	Comparative Data				
	Previous Fiscal Year Data				
	2011	2012	2013	2014	2015 Q2
Number of complaints filed	3	10	4	12	4
Number of complainants	3	10	4	11	4
Repeat filers	0	0	0	1	0

Complaints by Basis

Complaints by Basis	Comparative Data				
	Previous Fiscal Year Data				
	2011	2012	2013	2014	2015 Q2
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>					
Race	2	9	0	3	2
Color	0	1	0	1	2
Religion	0	0	0	0	1
Reprisal	3	3	3	6	4
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	1
Genetic information	0	0	0	0	0
Non-EEO	0	0	0	0	1

Complaints by Issue

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				
	2011	2012	2013	2014	2015 Q2
<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	1	0	0
Assignment of duties	1	5	3	5	3
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	3
Sexual	1	3	1	0	0
Medical examination	0	0	0	0	0
Pay (including overtime)	1	4	1	1	2
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	0
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

Processing Time	Comparative Data				
	Previous Fiscal Year Data				
	2011	2012	2013	2014	2015 Q2
Complaints pending during fiscal year					
Average number of days in investigation stage	102	206	284	237	227
Average number of days in final action stage	302	91	160	63	50
Complaints pending during fiscal year where hearing was requested					
Average number of days in investigation stage	96	221	369	344	332
Average number of days in final action stage	0	15	114	34	34

Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	104	203	265	184	136	
Average number of days in final action stage	353	108	173	72	54	

Complaints Dismissed by Agency and Withdrawn by Complainants

	Comparative Data				
	Previous Fiscal Year Data				
	2011	2012	2013	2014	2015 Q2
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

Total Final Actions Finding Discrimination	Comparative Data									
	Previous Fiscal Year Data									
	2011		2012		2013		2014		2015 Q2	
	#	%	#	%	#	%	#	%	#	%
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 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									
		2011		2012		2013		2014		2015 Q2	
		#	%	#	%	#	%	#	%	#	%
Total number findings		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 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	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 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

Findings of Discrimination Rendered by Issue		Comparative Data									
		Previous Fiscal Year Data									
		2011		2012		2013		2014		2015 Q2	
		#	%	#	%	#	%	#	%	#	%
Total number findings		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
Findings 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
	Findings 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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data				
	Previous Fiscal Year Data				
	2011	2012	2013	2014	2015 Q2
Total complaints from previous fiscal years	3	4	9	9	11
Total complainants	3	4	9	9	11
Number complaints pending					
Investigation	0	4	7	6	1
Hearing	2	0	0	3	6
Final action	1	0	1	0	2
Appeal with EEOC Office of Federal Operations	0	0	1	0	2

Complaint Investigations

Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data				
	2011	2012	2013	2014	2015 Q2
Pending complaints where investigations exceed required time frames	1	7	7	3	3