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

			Compara	ative Data									
Complaint Activity		Previous Fiscal Year Data											
	2009	2010	2011	2012	2013	Q3							
Number of complaints filed	7	7	3	10	4	9							
Number of complainants	7	2	3	10	4	8							
Repeat filers	0	1	0	0	0	1							

Complaints by Basis

Complaints by Basis			Compara	tive Data		
Note: Complaints can be filed		Previous	s Fiscal Y	ear Data		2014
alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	Q3
Race	6	7	2	9	0	2
Color	0	1	0	1	0	0
Religion	0	0	0	0	0	0
Reprisal	1	5	3	3	2	3
Sex	2	2	2	6	2	4
National Origin	1	1	0	0	0	0
Equal Pay Act	0	0	1	3	0	0
Age	2	1	2	5	2	2
Disability	1	0	1	1	0	3
Genetic information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue

Complaints by Issue		Co	ompar	ative [Data	
Note: Complaints can be filed alleging multiple issues.	Prev	ious F	iscal	Year [Data	2014
The sum of the issues may not equal total complaints filed.	2009	2010	2011	2012	2013	Q3
Appointment/hire	0	0	0	0	0	0
Assignment of duties	1	1	1	5	2	2
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	0
Other	0	0	0	0	0	0
Duty hours	0	0	0	0	1	0
Evaluation appraisal	0	3	2	2	1	1
Examination/test	0	0	0	0	0	0

Harassment						
Nonsexual	3	1	1	2	2	2
Sexual	2	0	1	3	0	0
Medical examination	0	0	0	0	0	0
Pay (including overtime)	1	0	1	4	1	0
Promotion/nonselection	3	0	1	8	1	3
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	2
Time and attendance	1	0	0	0	1	0
Training	1	0	0	1	0	0
Other	0	1	0	1	0	1

Processing Time

		(Compar	ative D	ata	
Processing Time ¹	Pr	evious	Fiscal \	/ear Da	ita	2014
	2009	2010	2011	2012	2013	Q3
Complaints pending during fiscal year						
Average number of days in investigation stage	113	154	102	206	284	236
Average number of days in final action stage	40	136	302	91	160	41
Complaints pending during fiscal year where hea	ring wa	s reque	sted			
Average number of days in investigation stage	0	0	96	221	369	350
Average number of days in final action stage	0	0	0	15	114	27
Complaints pending during fiscal year where hea	ring wa	s not re	queste	d		
Average number of days in investigation stage	113	169	104	203	265	147

¹ All averages do not count the end date.

Average number of days in final action stage	40	149	353	108	173	49	
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Complaints Dismissed by Agency and Withdrawn by Complainants

			C	Compar	ative Da	ata	
		Pr	evious	Fiscal	rear Da	ita	2014
		2009	2010	2011	2012	2013	Q3
Сс	omplaints 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
Сс	omplaints withdrawn by complainants						
	Total complaints withdrawn by complainants	1	0	0	0	0	0

Total Final Actions Finding Discrimination

	Comparative Data														
Total Final Actions Finding			Prev	/ious	Fisc	al Ye	ear D	Data			20	14			
Discrimination	20	2009		2010		11	20	12	20	13	Q	3			
	#	%	#	%	#	%	#	%	#	%	#	%			
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	Comparative Data													
Note: Complaints can be filed alleging multiple bases				Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints			2009 2010 2011				20)12	0	23				
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
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

					(Com	npar	ativ	e D	ata			
	indings of Discrimination Rendered by		Pr	evi	ous	Fiso	cal N	⁄ea	r Da	ata			14
	Issue	20	09	20	10	20	11	20	12	20	13	G	3
		#	%	#	%	#	%	#	%	#	%	#	%
Тс	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
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	
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	
ngs without hearing	0	0	0	0	0	0	0	0	0	0	0	
Appointment/hire	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	
Awards	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	
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	1

Other	0	0	0	0	0	0	0	0	0	0	0	0
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Pending Complaints Filed in Previous Fiscal Years by Status

			Co	ompar	ative [Data						
Pe	Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data								
			2010	2011	2012	2013	Q3					
Total complaints from previous fiscal years			7	5	4	9	16					
Tota	Total complainants		7	5	4	9	15					
Nun	Number complaints pending											
	Investigation	0	4	1	3	3	7					
	Hearing	0	0	1	1	2	6					
	Final action	0	2	2	0	2	2					
	Appeal with EEOC Office of Federal Operations	1	1	1	0	1	1					

Complaint Investigations

		Co	mpar	ative D	Data									
Complaint Investigations	Prev	2014												
	2009	2010	2011	2012	2013	Q3								
Pending complaints where investigations exceed required time frames	1	5	1	7	7	2								