

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 Q1 |
| Number of complaints filed | 3 | 10 | 4 | 12 | 2 |
| Number of complainants | 3 | 10 | 4 | 11 | 2 |
| Repeat filers | 0 | 0 | 0 | 1 | 0 |

Complaints by Basis

| Complaints by Basis | Comparative Data | | | | |
|--|---------------------------|------|------|------|---------|
| | Previous Fiscal Year Data | | | | |
| | 2011 | 2012 | 2013 | 2014 | 2015 Q1 |
| <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 | 1 |
| Color | 0 | 1 | 0 | 1 | 1 |
| Religion | 0 | 0 | 0 | 0 | 1 |
| Reprisal | 3 | 3 | 3 | 6 | 2 |
| Sex | 2 | 6 | 2 | 5 | 2 |
| 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 Q1 |
| <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 | 2 |
| 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 | 2 |
| | Sexual | 1 | 3 | 1 | 0 | 0 |
| Medical examination | | 0 | 0 | 0 | 0 | 0 |
| Pay (including overtime) | | 1 | 4 | 1 | 1 | 1 |
| Promotion/nonselection | | 1 | 8 | 1 | 5 | 0 |
| 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 | 1 |

Processing Time

| Processing Time | Comparative Data | | | | |
|---|---------------------------|------|------|------|------------|
| | Previous Fiscal Year Data | | | | |
| | 2011 | 2012 | 2013 | 2014 | 2015 Q1 |
| Complaints pending during fiscal year | | | | | |
| Average number of days in investigation stage | 102 | 206 | 284 | 237 | 239 |
| Average number of days in final action stage | 302 | 91 | 160 | 63 | 54 |
| Complaints pending during fiscal year where hearing was requested | | | | | |
| Average number of days in investigation stage | 96 | 221 | 369 | 344 | 346 |
| Average number of days in final action stage | 0 | 15 | 114 | 34 | 0 |

Complaints pending during fiscal year where hearing was not requested

| | | | | | |
|---|-----|-----|-----|-----|-----|
| Average number of days in investigation stage | 104 | 203 | 265 | 184 | 144 |
| 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 Q1 |
| 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 Q1 | |
| | # | % | % | # | % | # | % | # | % | # |
| 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 | Comparative Data | | | | | | | | | |
|---|---------------------------|------|------|------|---------|---|---|---|---|---|
| | Previous Fiscal Year Data | | | | | | | | | |
| | 2011 | 2012 | 2013 | 2014 | 2015 Q1 | | | | | |
| | # | % | # | % | # | % | # | % | # | % |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | | | | | | | | | | |

| | | | | | | | | | | |
|---------------------|---|---|---|---|---|---|---|---|---|---|
| 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 Q1 |
| Total complaints from previous fiscal years | 3 | 4 | 9 | 9 | 13 |
| Total complainants | 3 | 4 | 9 | 9 | 13 |
| Number complaints pending | | | | | |
| Investigation | 0 | 4 | 7 | 6 | 6 |
| Hearing | 2 | 0 | 0 | 3 | 5 |
| Final action | 1 | 0 | 1 | 0 | 0 |
| 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 Q1 |
| Pending complaints where investigations exceed required time frames | 1 | 7 | 7 | 3 | 0 |