

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				
	2012	2013	2014	2015	2016 Q1
Number of complaints filed	10	4	12	6	0
Number of complainants	10	4	11	6	0
Repeat filers	0	0	1	0	0

Complaints by Basis

Complaints by Basis	Comparative Data				
	Previous Fiscal Year Data				
	2012	2013	2014	2015	2016 Q1
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>					
Race	9	0	3	3	0
Color	1	0	1	2	0
Religion	0	0	0	1	0
Reprisal	3	3	6	6	0
Sex	6	2	5	3	0
National Origin	0	0	0	0	0
Equal Pay Act	3	0	0	1	0
Age	5	2	3	2	0
Disability	1	0	4	2	0
Genetic information	0	0	0	0	0
Non-EEO	0	0	0	2	0

Complaints by Issue

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				
	2012	2013	2014	2015	2016 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	1	0	0	0
Assignment of duties	5	3	5	4	0
Awards	0	0	1	0	0
Conversion to full time	0	0	0	0	0
Disciplinary action					
Demotion	0	0	0	0	0
Reprimand	0	1	0	0	0
Removal	0	0	0	0	0
Suspension	0	0	1	0	0
Other	0	0	0	0	0
Duty hours	0	1	0	0	0
Evaluation appraisal	2	1	4	1	0
Examination/test	0	0	0	0	0

Harassment						
	Nonsexual	2	2	3	5	0
	Sexual	3	1	0	0	0
Medical examination		0	0	0	0	0
Pay (including overtime)		4	1	1	3	0
Promotion/nonselection		8	1	5	1	0
Reassignment						
	Denied	0	0	0	2	0
	Directed	0	0	0	0	0
Reasonable accommodation		0	0	0	1	0
Reinstatement		0	0	0	0	0
Retirement		1	0	0	0	0
Termination		2	1	0	0	0
Terms/conditions of employment		0	1	0	1	0
Time and attendance		0	1	1	1	0
Training		1	2	0	0	0
Other		1	0	1	2	0

Processing Time

Processing Time	Comparative Data				
	Previous Fiscal Year Data				
	2012	2013	2014	2015	2016 Q1
Complaints pending during fiscal year					
Average number of days in investigation stage	206	284	237	238	267
Average number of days in final action stage	91	160	63	40	35
Complaints pending during fiscal year where hearing was requested					
Average number of days in investigation stage	221	369	344	314	340
Average number of days in final action stage	15	114	34	34	24

Findings of Discrimination Rendered by Basis

Findings of Discrimination Rendered by Basis		Comparative Data									
		Previous Fiscal Year Data									
		2012		2013		2014		2015		2016 Q1	
		#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>											
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

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				
	2012	2013	2014	2015	2016 Q1
Total complaints from previous fiscal years	4	9	9	7	13
Total complainants	4	9	9	7	13
Number complaints pending					
Investigation	4	7	6	0	2
Hearing	0	0	3	4	6
Final action	0	1	0	0	1
Appeal with EEOC Office of Federal Operations	0	1	0	3	4

Complaint Investigations

Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data				
	2012	2013	2014	2015	2016 Q1
Pending complaints where investigations exceed required time frames	7	7	3	4	0