

## 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.

- **Complaint Activity**
- **Complaints by Basis**
- **Complaints by Issue**
- **Processing Time**
- **Complaints Dismissed by Agency and Withdrawn by Complainants**
- **Total Final Actions Finding Discrimination**
- **Findings of Discrimination Rendered by Basis**
- **Findings of Discrimination Rendered by Issue**
- **Pending Complaints Filed in Previous Fiscal Years by Status**
- **Complaint Investigations**

### Complaint Activity

Complaint Activity	Comparative Data				
	Previous Fiscal Year Data				
	2011	2012	2013	2014	2015 Q3
Number of complaints filed	3	10	4	12	5
Number of complainants	3	10	4	11	5
Repeat filers	0	0	0	1	0

## Complaints by Basis

<b>Complaints by Basis</b>	Comparative Data				
	Previous Fiscal Year Data				
	2011	2012	2013	2014	2015 Q3
<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	3
Color	0	1	0	1	2
Religion	0	0	0	0	1
Reprisal	3	3	3	6	5
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	2

## Complaints by Issue

<b>Complaints by Issue</b>		Comparative Data				
		Previous Fiscal Year Data				
		2012	2012	2013	2014	2015 Q3
<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	4
	Sexual	1	3	1	0	0
Medical examination		0	0	0	0	0
Pay (including overtime)		1	4	1	1	3
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 Q3
Complaints pending during fiscal year					
Average number of days in investigation stage	102	206	284	237	232
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



## Findings of Discrimination Rendered by Basis

<b>Findings of Discrimination Rendered by Basis</b>  <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 Q3	
		#	%	#	%	#	%	#	%	#	%
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				
	2011	2012	2013	2014	2015 Q3
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	0
Hearing	2	0	0	3	7
Final action	1	0	1	0	1
Appeal with EEOC Office of Federal Operations	0	0	1	0	3

### Complaint Investigations

Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data				
	2011	2012	2013	2014	2015 Q3
Pending complaints where investigations exceed required time frames	1	7	7	3	6