

# 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- **Complaints Dismissed by Agency and Withdrawn by Complainants**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					2014 thru12/31/2013 Q1
	2009	2010	2011	2012	2013	
Number of complaints filed	7	7	3	10	4	2
Number of complainants	7	2	3	10	4	2
Repeat filers	0	1	0	0	0	0

### Complaints by Basis

<b>Complaints by Basis</b>	Comparative Data					
	Previous Fiscal Year Data					2014 Q1 12/31
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	6	7	2	9	0	0
Color	0	1	0	1	0	0
Religion	0	0	0	0	0	0
Reprisal	1	5	3	3	2	2
Sex	2	2	2	6	2	0
National Origin	1	1	0	0	0	0
Equal Pay Act	0	0	1	3	0	0
Age	2	1	2	5	2	0
Disability	1	0	1	1	0	1
Genetic information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

### Complaints by Issue

<b>Complaints by Issue</b>		Comparative Data					
		Previous Fiscal Year Data					2014 thru 12/31 Q1
		2009	2010	2011	2012	2013	
<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	0	0	0	0
Assignment of duties		1	1	1	5	2	1
Awards		2	0	1	0	0	0
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	0
Examination/test	0	0	0	0	0	0
Harassment						
Nonsexual	3	1	1	2	2	0
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	1
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	0
Time and attendance	1	0	0	0	1	0
Training	1	0	0	1	0	0
Other	0	1	0	1	0	0

### Processing Time

Processing Time <sup>1</sup>	Comparative Data					
	Previous Fiscal Year Data					2014thru 12/31 Q1
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation stage	113	154	102	206	284	279
Average number of days in final action stage	40	136	302	91	160	54
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	0	0	96	221	369	0
Average number of days in final action stage	0	0	0	15	114	0
Complaints pending during fiscal year where hearing was not requested						

<sup>1</sup> All averages do not count the end date.













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

### Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2014 thru 12/31 Q1
	2009	2010	2011	2012	2013	
Total complaints from previous fiscal years	1	7	5	4	9	11
Total complainants	1	7	5	4	9	11
Number complaints pending						
Investigation	0	4	1	3	3	7
Hearing	0	0	1	1	2	3
Final action	0	2	2	0	2	1
Appeal with EEOC Office of Federal Operations	1	1	1	0	1	0

### Complaint Investigations

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014 thru 12/31 Q1
	2009	2010	2011	2012	2013	
Pending complaints where investigations exceed required time frames	1	5	1	7	7	0