

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.

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Complaint Activity

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Number of complaints filed	2	7	7	3	10	4
Number of complainants	2	7	2	3	10	4
Repeat filers	0	0	1	0	0	0

Complaints by Basis

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum</i>						

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

Processing Time

Processing Time ¹	Comparative Data					
	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation stage	112	113	154	102	206	284
Average number of days in final action stage	21	40	136	302	91	160
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	0	0	0	96	221	369
Average number of days in final action stage	0	0	0	0	15	114
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	112	113	169	104	203	265
Average number of days in final action stage	21	40	149	353	108	173

Complaints Dismissed by Agency and Withdrawn by Complainants

	Comparative Data

¹ All averages do not count the end date.

		Previous Fiscal Year Data					2013
		2008	2009	2010	2011	2012	
Complaints dismissed by Agency							
	Total complaints dismissed by Agency	1	0	0	0	1	0
	Average days pending prior to dismissal	107	0	0	0	191	0
Complaints withdrawn by complainants							
	Total complaints withdrawn by complainants	0	1	0	0	0	0

Total Final Actions Finding Discrimination

Total Final Actions Finding Discrimination	Comparative Data												
	Previous Fiscal Year Data										2013		
	2008		2009		2010		2011		2012				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total number findings	0	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	0
With hearing	0	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												
		Previous Fiscal Year Data										2013		
		2008		2009		2010		2011		2012				
		#	%	#	%	#	%	#	%	#	%	#	%	
Total number findings		0	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	0
	Color	0	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	0
	Reprisal	0	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	0
	National origin	0	0	0	0	0	0	0	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

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

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal	Comparative Data
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Years by Status		Previous Fiscal Year Data					2013 ²
		2008 ³	2009	2010	2011	2012	
Total complaints from previous fiscal years		0	1	7	5	4	9
Total complainants		0	1	7	5	4	9
Number complaints pending							
	Investigation	0	0	4	1	3	3
	Hearing	0	0	0	1	1	2
	Final action	0	0	2	2	0	2
	Appeal with EEOC Office of Federal Operations	0	1	1	1	0	1

Complaint Investigations

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Pending complaints where investigations exceed required time frames	0	1	5	1	7	7

² There is one complaint that is still in the Acceptance/Denial of Claims phase. This complainant is not counted in the "Number Complaints Pending" section.

³ FHFA was not established until July 2008.