

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

- **Complaint Activity**
- **Complaints by Basis**
- **Complaints by Issue**
- **Processing Time**
- **Complaints Dismissed by Agency and Withdrawn by Complainants**
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- **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					2013 Thru 3-31-13
	2008	2009	2010	2011	2012	
Number of complaints filed	2	7	7	3	10	0
Number of complainants	2	7	2	3	10	0
Repeat filers	0	0	1	0	0	0

Complaints by Basis

Complaints by Basis	Comparative Data	
	Previous Fiscal Year Data	2013

<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	Thru 3-31-13
Race	1	6	7	2	9	0
Color	1	0	1	0	1	0
Religion	0	0	0	0	0	0
Reprisal	1	1	5	3	3	0
Sex	1	2	2	2	6	0
National Origin	0	1	1	0	0	0
Equal Pay Act	0	0	0	1	3	0
Age	0	2	1	2	5	0
Disability	0	1	0	1	1	0
Genetic information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue

Complaints by Issue		Comparative Data					
		Previous Fiscal Year Data					2013 Thru 3-31- 13
		2008	2009	2010	2011	2012	
<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		0	1	1	1	5	0
Awards		1	2	0	1	0	0
Conversion to full time		0	0	0	0	0	0
Disciplinary action							
	Demotion	0	0	0	1	0	0
	Reprimand	0	0	1	0	0	0
	Removal	0	0	0	0	0	0
	Suspension	0	0	0	1	0	0
	Other	0	0	0	0	0	0
Duty hours		0	0	0	0	0	0
Evaluation appraisal		0	0	3	2	2	0
Examination/test		0	0	0	0	0	0
harassment							
	Nonsexual	0	3	1	1	2	0

Sexual	0	2	0	1	3	0
Medical examination	0	0	0	0	0	0
Pay (including overtime)	1	1	0	1	4	0
Promotion/nonselection	2	3	0	1	8	0
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	0
Time and attendance	0	1	0	0	0	0
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 Thru 3-31-13
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation stage	112	113	154	102	206	316
Average number of days in final action stage	21	40	136	302	91	251
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	0	0	0	96	221	305
Average number of days in final action stage	0	0	0	0	15	22
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	112	113	169	104	203	318
Average number of days in final action stage	21	40	149	353	108	308

¹ All averages do not count the end date.

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal Years by Status		Comparative Data					
		Previous Fiscal Year Data					2013 Thru 3-31- 13 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	0	2	3
	Hearing	0	0	0	1	1	2
	Final action	0	0	2	3	1	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 Thru 3-31- 13
		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.