

# 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					2012 Thru 3-30
	2007	2008	2009	2010	2011	
Number of complaints filed	*	2	6	9	3	6
Number of complainants	*	2	6	2	3	6
Repeat filers	*	0	0	1	0	0

## Complaints by Basis

Complaints by Basis	Comparative Data
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<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Previous Fiscal Year Data					2012 Thru 3-30
	2007	2008	2009	2010	2011	
Race	*	1	4	8	2	6
Color	*	1	1	1	0	0
Religion	*	0	0	0	0	0
Reprisal	*	1	1	7	2	2
Sex	*	1	1	2	1	2
National Origin	*	0	1	1	0	0
Equal Pay Act	*	0	0	0	0	2
Age	*	0	2	1	2	4
Disability	*	0	1	0	2	1
Genetic information	*	0	0	0	0	0
Non-EEO	*	0	0	0	0	0

### Complaints by Issue

<b>Complaints by Issue</b>		Comparative Data					
		Previous Fiscal Year Data					2012 Thru 3-30
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>		2007	2008	2009	2010	2011	
Appointment/hire		*	0	0	0	0	0
Assignment of duties		*	0	1	1	1	2
Awards		*	1	1	0	1	1
Conversion to full time		*	0	0	0	0	0
Disciplinary action							
	Demotion	*	0	0	0	0	0
	Reprimand	*	0	0	1	0	0
	Removal	*	0	0	0	0	0
	Suspension	*	0	0	0	1	0
	Other	*	0	1	0	0	0
Duty hours		*	0	0	0	0	0
Evaluation appraisal		*	1	2	4	2	2
Examination/test		*	0	0	0	0	0
harassment							

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

### Processing Time

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 3-30
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation stage	*	138	150	150	131	114
Average number of days in final action stage	*	57	98	190	478	73
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	*	0	0	269	0	249
Average number of days in final action stage	*	0	0	249	0	73
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	*	0	172	141	183	0
Average number of days in final action stage	*	0	98	185	478	0

## Complaints Dismissed by Agency and Withdrawn by Complainants

		Comparative Data										
		Previous Fiscal Year Data										2012 Thru 3-30
		2007	2008	2009	2010	2011						
<b>Complaints dismissed by Agency</b>												
	Total complaints dismissed by Agency	*	1	0	0	0	0	0	0	0	1	
	Average days pending prior to dismissal	*	107	0	0	0	0	0	0	0	169	
<b>Complaints withdrawn by complainants</b>												
	Total complaints withdrawn by complainants	*	0	0	1	0	0	0	0	0		

## Total Final Actions Finding Discrimination

Total Final Actions Finding Discrimination		Comparative Data											
		Previous Fiscal Year Data										2012 Thru 3-30	
		2007		2008		2009		2010		2011			
		#	%	#	%	#	%	#	%	#	%	#	%
	Total number findings	*	*	0	0	0	0	0	0	0	0	0	0
	Without hearing	*	*	0	0	0	0	0	0	0	0	0	0
	With hearing	*	*	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												2012 Thru 3-30	
		2007		2008		2009		2010		2011					
		#	%	#	%	#	%	#	%	#	%	#	%		
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		

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











## Pending Complaints Filed in Previous Fiscal Years by Status

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 3-30
	2007	2008	2009	2010	2011	
Total complaints from previous fiscal years	*	0	2	8	4	5
Total complainants	*	0	2	8	4	5
Number complaints pending						
Investigation	*	0	1	4	1	1
Hearing	*	0	0	0	0	2
Final action	*	0	1	2	1	0
Appeal with EEOC Office of Federal Operations	*	0	2	2	2	2

## Complaint Investigations

<b>Complaint Investigations</b>	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 3-30
	2007	2008	2009	2010	2011	
Pending complaints where investigations exceed required time frames	*	0	2	4	2	2