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
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Complaint Activity

			Compara	ative Data		
Complaint Activity		2012				
	2007	2008	2009	2010	2011	Thru 12-31
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											
Note: Complaints can be filed		Previous	s Fiscal Ye	ear Data		2042							
alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012 Thru 12-31							
Race	*	1	4	8	2	6							
Color	*	1	1	1	0	1							
Religion	*	0	0	0	0	0							
Reprisal	*	1	1	7	2	3							
Sex	*	1	1	2	1	1							
National origin	*	0	1	1	0	1							
Equal Pay Act	*	0	0	0	0	1							
Age	*	0	2	1	2	3							
Disability	*	0	1	0	2	1							
Genetic information	*	0	0	0	0	0							
Non-EEO	*	0	0	0	0	0							

Complaints by Issue

Complaints by Issue		Co	mpara	tive D	ata	
	Prev	ious F	iscal	Year I	Data	2012
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 12- 31
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	1
Other	*	0	1	0	0	0
Duty hours	*	0	0	0	0	0
Evaluation appraisal	*	1	2	4	2	4
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	2
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	1
Terms/conditions of employment	*	0	0	1	0	0
Time and attendance	*	0	1	0	1	1
Training	*	0	1	0	1	1
Other	*	0	0	0	0	0

Processing Time

		С	ompara	itive Da	ta	
Processing Time	Pr	evious	Fiscal \	∕ear Da	ta	2012
	2007	2008	2009	2010	2011	Thru 12-31
Complaints pending during fiscal year						
Average number of days in investigation stage	*	138	150	150	131	178
Average number of days in final action stage	*	57	98	190	478	31
Complaints pending during fiscal year where hea	ring wa	s reque	ested			
Average number of days in investigation stage	*	0	0	269	0	247
Average number of days in final action stage	*	0	0	249	0	31
Complaints pending during fiscal year where hea	ring wa	s not re	equeste	d		
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												
İ		Previous Fiscal Year Data 2012												
		2007 2008 2009 2010 2011												
Co	omplaints dismissed by Agency													
	Total complaints dismissed by Agency	*	1	0	0	0	0							
	Average days pending prior to dismissal	*	107	0	0	0	0							
Co	omplaints withdrawn by complainants													
	Total complaints withdrawn by complainants	*	0	0	1	0	0							

Total Final Actions Finding Discrimination

	Comparative Data													
Total Final Actions Finding			Pre	vious	Fisc	al Y	ear D	Data			2012	Thru		
Discrimination	20	07	20	80	2009		20	10	20	11	12-	-31		
	#	%	#	%	#	%	#	%	#	%	#	%		
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		

Findings of Discrimination Rendered by Basis

Fi	ndings of Discrimination Rendered by Basis				С	om	par	ativ	/e [Dat	а		
Not	ote: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints		re۱	/ioi	us F	Fis	cal	Ye	ar [Dat	а)12 1ru
	sum of the bases may not equal total complaints	20	2007		2008		09	20	10	20	11		-31
	lote: Complaints can be filed alleging multiple base. The sum of the bases may not equal total complaint and findings. otal number findings Race Color Religion Reprisal Sex National origin Equal Pay Act Age Disability		%	#	%	#	%	#	%	#	%	#	%
Tota	I 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
Find	ings 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

Findings without 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

Findings of Discrimination Rendered by Issue

Comparative Data Previous Fiscal Year Data													
Findings of D	Discrimination Rendered by		Р	revi	ous	Fisc	cal Y	⁄eaı	r Da	ta			10
J. J.	Issue	20	2007		80	20	09	20	10	20	11		nru -31
		#	%	#	%	#	%	#	%	#	%	#	%
Total number f	indings	*	*	0	0	0	0	0	0	0	0	0	0
Appointm	nent/hire	*	*	0	0	0	0	0	0	0	0	0	0
Assignme	ent of duties	*	*	0	0	0	0	0	0	0	0	0	0
Awards		*	*	0	0	0	0	0	0	0	0	0	0
Conversi	on to full time	*	*	0	0	0	0	0	0	0	0	0	0
Disciplina	ary action	*	*	0	0	0	0	0	0	0	0	0	0
De	motion	*	*	0	0	0	0	0	0	0	0	0	0
Re	primand	*	*	0	0	0	0	0	0	0	0	0	0
Su	spension	*	*	0	0	0	0	0	0	0	0	0	0
Re	moval	*	*	0	0	0	0	0	0	0	0	0	0
Oth	ner	*	*	0	0	0	0	0	0	0	0	0	0
Duty hou	rs	*	*	0	0	0	0	0	0	0	0	0	0
Evaluatio	n appraisal	*	*	0	0	0	0	0	0	0	0	0	0
Examinat	tion/test	*	*	0	0	0	0	0	0	0	0	0	0
harassme	ent	*	*	0	0	0	0	0	0	0	0	0	0
No	nsexual	*	*	0	0	0	0	0	0	0	0	0	0
Se	xual	*	*	0	0	0	0	0	0	0	0	0	0
Medical e	examination	*	*	0	0	0	0	0	0	0	0	0	0
Pay (inclu	uding overtime)	*	*	0	0	0	0	0	0	0	0	0	0
Promotio	n/nonselection	*	*	0	0	0	0	0	0	0	0	0	0
Reassign	ment	*	*	0	0	0	0	0	0	0	0	0	0
De	nied	*	*	0	0	0	0	0	0	0	0	0	0
Dir	ected	*	*	0	0	0	0	0	0	0	0	0	0
Reasona	ble accommodation	*	*	0	0	0	0	0	0	0	0	0	0
Reinstate	ement	*	*	0	0	0	0	0	0	0	0	0	0
Retireme	nt	*	*	0	0	0	0	0	0	0	0	0	0
Terminat	ion	*	*	0	0	0	0	0	0	0	0	0	0
Terms/co	onditions 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

Tra	ining	*	*	0	0	0	0	0	0	0	0	0	0
Oth	ner	*	*	0	0	0	0	0	0	0	0	0	0
Findings	after hearing	*	*	0	0	0	0	0	0	0	0	0	0
App	pointment/hire	*	*	0	0	0	0	0	0	0	0	0	0
Ass	signment of duties	*	*	0	0	0	0	0	0	0	0	0	0
Awa	ards	*	*	0	0	0	0	0	0	0	0	0	0
Cor	nversion to full time	*	*	0	0	0	0	0	0	0	0	0	0
Dis	ciplinary action	*	*	0	0	0	0	0	0	0	0	0	0
	Demotion	*	*	0	0	0	0	0	0	0	0	0	0
	Reprimand	*	*	0	0	0	0	0	0	0	0	0	0
	Suspension	*	*	0	0	0	0	0	0	0	0	0	0
	Removal	*	*	0	0	0	0	0	0	0	0	0	0
	Other	*	*	0	0	0	0	0	0	0	0	0	0
Dut	ty hours	*	*	0	0	0	0	0	0	0	0	0	0
Eva	aluation appraisal	*	*	0	0	0	0	0	0	0	0	0	0
Exa	amination/test	*	*	0	0	0	0	0	0	0	0	0	0
har	assment	*	*	0	0	0	0	0	0	0	0	0	0
	Nonsexual	*	*	0	0	0	0	0	0	0	0	0	0
	Sexual	*	*	0	0	0	0	0	0	0	0	0	0
Med	dical examination	*	*	0	0	0	0	0	0	0	0	0	0
Pay	y (including overtime)	*	*	0	0	0	0	0	0	0	0	0	0
Pro	motion/nonselection	*	*	0	0	0	0	0	0	0	0	0	0
Rea	assignment	*	*	0	0	0	0	0	0	0	0	0	0
	Denied	*	*	0	0	0	0	0	0	0	0	0	0
	Directed	*	*	0	0	0	0	0	0	0	0	0	0
Rea	asonable accommodation	*	*	0	0	0	0	0	0	0	0	0	0
Rei	instatement	*	*	0	0	0	0	0	0	0	0	0	0
Ret	tirement	*	*	0	0	0	0	0	0	0	0	0	0
Ter	mination	*	*	0	0	0	0	0	0	0	0	0	0
Ter	ms/conditions of employment	*	*	0	0	0	0	0	0	0	0	0	0
Tim	ne and attendance	*	*	0	0	0	0	0	0	0	0	0	0
Tra	ining	*	*	0	0	0	0	0	0	0	0	0	0
Oth	ner	*	*	0	0	0	0	0	0	0	0	0	0
Findings	without hearing	*	*	0	0	0	0	0	0	0	0	0	0
App	pointment/hire	*	*	0	0	0	0	0	0	0	0	0	0

Assignment of duties	*	*	0	0	0	0	0	0	0	0	0	0
Awards	*	*	0	0	0	0	0	0	0	0	0	0
Conversion to full time	*	*	0	0	0	0	0	0	0	0	0	0
Disciplinary action	*	*	0	0	0	0	0	0	0	0	0	0
Demotion	*	*	0	0	0	0	0	0	0	0	0	0
Reprimand	*	*	0	0	0	0	0	0	0	0	0	0
Suspension	*	*	0	0	0	0	0	0	0	0	0	0
Removal	*	*	0	0	0	0	0	0	0	0	0	0
Other	*	*	0	0	0	0	0	0	0	0	0	0
Duty hours	*	*	0	0	0	0	0	0	0	0	0	0
Evaluation appraisal	*	*	0	0	0	0	0	0	0	0	0	0
Examination/test	*	*	0	0	0	0	0	0	0	0	0	0
harassment	*	*	0	0	0	0	0	0	0	0	0	0
Nonsexual	*	*	0	0	0	0	0	0	0	0	0	0
Sexual	*	*	0	0	0	0	0	0	0	0	0	0
Medical examination	*	*	0	0	0	0	0	0	0	0	0	0
Pay (including overtime)	*	*	0	0	0	0	0	0	0	0	0	0
Promotion/nonselection	*	*	0	0	0	0	0	0	0	0	0	0
Reassignment	*	*	0	0	0	0	0	0	0	0	0	0
Denied	*	*	0	0	0	0	0	0	0	0	0	0
Directed	*	*	0	0	0	0	0	0	0	0	0	0
Reasonable accommodation	*	*	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

			Co	mpara	tive D	ata		
Per	nding Complaints Filed in Previous Fiscal Years	Pre	vious I	Fiscal	Year [Data	2012	
	by Status			2009	2010	2011	Thru 12- 31	
Tota	al complaints from previous fiscal years	*	0	2	8	4	6	
Tota	al complainants	*	0	2	8	4	6	
Nun	nber complaints pending							
	Investigation	*	0	1	4	1	3	
	Hearing	*	0	0	0	0	1	
	Final action	*	0	1	2	1	0	
	Appeal with EEOC Office of Federal Operations	*	0	2	2	2	2	

Complaint Investigations

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012
	2007	2008	2009	2010	2011	Thru 12-31
Pending complaints where investigations exceed required time frames	*	0	2	4	2	2