

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- **Complaints Dismissed by Agency and Withdrawn by Complainants**
- **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					2012 Thru 12-31
	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					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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		Comparative Data					2012 Thru 12- 31
		Previous Fiscal Year Data					
		2007	2008	2009	2010	2011	
<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
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
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 hearing was requested						
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 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 12-31
	2007	2008	2009	2010	2011	
Complaints dismissed by Agency						
Total complaints dismissed by Agency	*	1	0	0	0	0
Average days pending prior to dismissal	*	107	0	0	0	0
Complaints withdrawn by complainants						
Total complaints withdrawn by complainants	*	0	0	1	0	0

Total Final Actions Finding Discrimination

Total Final Actions Finding Discrimination	Comparative Data												
	Previous Fiscal Year Data										2012 Thru 12-31		
	2007		2008		2009		2010		2011		#	%	
	#	%	#	%	#	%	#	%	#	%			
Total number findings	*	*	0	0	0	0	0	0	0	0	0	0	0
Without hearing	*	*	0	0	0	0	0	0	0	0	0	0	0
With hearing	*	*	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										2012 Thru 12-31	
		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
	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 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

Findings of Discrimination Rendered by Issue		Comparative Data												
		Previous Fiscal Year Data										2010 Thru 12-31		
		2007		2008		2009		2010		2011				
		#	%	#	%	#	%	#	%	#	%	#	%	
Total number findings		*	*	0	0	0	0	0	0	0	0	0	0	0
	Appointment/hire	*	*	0	0	0	0	0	0	0	0	0	0	0
	Assignment of duties	*	*	0	0	0	0	0	0	0	0	0	0	0
	Awards	*	*	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
	Disciplinary action	*	*	0	0	0	0	0	0	0	0	0	0	0
	Demotion	*	*	0	0	0	0	0	0	0	0	0	0	0
	Reprimand	*	*	0	0	0	0	0	0	0	0	0	0	0
	Suspension	*	*	0	0	0	0	0	0	0	0	0	0	0
	Removal	*	*	0	0	0	0	0	0	0	0	0	0	0
	Other	*	*	0	0	0	0	0	0	0	0	0	0	0
	Duty hours	*	*	0	0	0	0	0	0	0	0	0	0	0
	Evaluation appraisal	*	*	0	0	0	0	0	0	0	0	0	0	0
	Examination/test	*	*	0	0	0	0	0	0	0	0	0	0	0
	harassment	*	*	0	0	0	0	0	0	0	0	0	0	0
	Nonsexual	*	*	0	0	0	0	0	0	0	0	0	0	0
	Sexual	*	*	0	0	0	0	0	0	0	0	0	0	0
	Medical examination	*	*	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
	Promotion/nonselection	*	*	0	0	0	0	0	0	0	0	0	0	0
	Reassignment	*	*	0	0	0	0	0	0	0	0	0	0	0
	Denied	*	*	0	0	0	0	0	0	0	0	0	0	0
	Directed	*	*	0	0	0	0	0	0	0	0	0	0	0
	Reasonable accommodation	*	*	0	0	0	0	0	0	0	0	0	0	0
	Reinstatement	*	*	0	0	0	0	0	0	0	0	0	0	0
	Retirement	*	*	0	0	0	0	0	0	0	0	0	0	0
	Termination	*	*	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
	Time and attendance	*	*	0	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
Findings after hearing		*	*	0	0	0	0	0	0	0	0	0	0
	Appointment/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
Findings without hearing		*	*	0	0	0	0	0	0	0	0	0	0
	Appointment/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

Pending Complaints Filed in Previous Fiscal Years by Status		Comparative Data					
		Previous Fiscal Year Data					2012 Thru 12- 31
		2007	2008	2009	2010	2011	
Total complaints from previous fiscal years		*	0	2	8	4	6
Total complainants		*	0	2	8	4	6
Number 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 Thru 12-31
	2007	2008	2009	2010	2011	
Pending complaints where investigations exceed required time frames	*	0	2	4	2	2