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

		Comparative Data													
Complaint Activity		Previous Fiscal Year Data													
,	2007	2008	2009	2010	2011	Thru 3-30									
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	s Fiscal Ye	ear Data		0010
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012 Thru 3-30
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

Complaints by Issue		Coı	mpara	tive D	ata	
Note: Complaints can be filed alleging multiple issues.	Prev	Data	2012			
The sum of the issues may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 3-30
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

		С	ompara	itive Da	ta	
Processing Time	Pr	evious	Fiscal \	∕ear Da	ta	2012
	2007	2008	2009	2010	2011	Thru 3-30
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 hea	ring wa	s reque	ested			
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 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

	<u> </u>					•							
		Comparative Data											
		Pi	revious	Fiscal \	∕ear Da	ta	2012						
		2007	2011	Thru 3-30									
Complaints dismissed by Agency													
	Total complaints dismissed by Agency	*	1	0	0	0	1						
	Average days pending prior to dismissal	*	107	0	0	0	169						
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		2012	Thru											
Discrimination	20	2007		2008		09	20	2010		11	3-	30		
	#	%	#	%	#	%	#	%	#	%	#	%		
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													
	-	F	re۱	/iot	us F	is	cal	Ye	ar [Dat	а	_)12		
	Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.		2007		2007 200		2008		09	20	10	10 201		1 3-30	
			%	#	%	#	%	#	%	#	%	#	%		
-	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
Findin	gs 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
Findin	gs 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

						Con	npar	ativ	e D	ata			
Fin	dings of Discrimination Rendered by		Р	revi	ous	Fiso	cal Y	′eaı	· Da	ta			10
	Issue	20	07	20	80	20	09	20	10	20	11		nru 30
		#	%	#	%	#	%	#	%	#	%	#	%
Tota	al number findings	*	*	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
dings 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	C
Other	*	*	0	0	0	0	0	0	0	0	0	C
Duty hours	*	*	0	0	0	0	0	0	0	0	0	C
Evaluation appraisal	*	*	0	0	0	0	0	0	0	0	0	C
Examination/test	*	*	0	0	0	0	0	0	0	0	0	C
harassment	*	*	0	0	0	0	0	0	0	0	0	C
Nonsexual	*	*	0	0	0	0	0	0	0	0	0	C
Sexual	*	*	0	0	0	0	0	0	0	0	0	C
Medical examination	*	*	0	0	0	0	0	0	0	0	0	C
Pay (including overtime)	*	*	0	0	0	0	0	0	0	0	0	C
Promotion/nonselection	*	*	0	0	0	0	0	0	0	0	0	C
Reassignment	*	*	0	0	0	0	0	0	0	0	0	C
Denied	*	*	0	0	0	0	0	0	0	0	0	C
Directed	*	*	0	0	0	0	0	0	0	0	0	C
Reasonable accommodation	*	*	0	0	0	0	0	0	0	0	0	C
Reinstatement	*	*	0	0	0	0	0	0	0	0	0	С
Retirement	*	*	0	0	0	0	0	0	0	0	0	C
Termination	*	*	0	0	0	0	0	0	0	0	0	C
Terms/conditions of employment	*	*	0	0	0	0	0	0	0	0	0	С
Time and attendance	*	*	0	0	0	0	0	0	0	0	0	0

	Traini	ing	*	*	0	0	0	0	0	0	0	0	0	0
	Other	•	*	*	0	0	0	0	0	0	0	0	0	0
Find	ings w	ithout hearing	*	*	0	0	0	0	0	0	0	0	0	0
	Appoi	intment/hire	*	*	0	0	0	0	0	0	0	0	0	0
	Assig	nment of duties	*	*	0	0	0	0	0	0	0	0	0	0
	Award	ds	*	*	0	0	0	0	0	0	0	0	0	0
	Conv	ersion to full time	*	*	0	0	0	0	0	0	0	0	0	0
	Discip	olinary 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 I	hours	*	*	0	0	0	0	0	0	0	0	0	0
	Evalu	ation appraisal	*	*	0	0	0	0	0	0	0	0	0	0
	Exam	ination/test	*	*	0	0	0	0	0	0	0	0	0	0
	haras	sment	*	*	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
	Medic	cal examination	*	*	0	0	0	0	0	0	0	0	0	0
	Pay (i	including overtime)	*	*	0	0	0	0	0	0	0	0	0	0
	Prom	otion/nonselection	*	*	0	0	0	0	0	0	0	0	0	0
	Reas	signment	*	*	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
	Reas	onable accommodation	*	*	0	0	0	0	0	0	0	0	0	0
	Reins	tatement	*	*	0	0	0	0	0	0	0	0	0	0
	Retire	ement	*	*	0	0	0	0	0	0	0	0	0	0
	Termi	ination	*	*	0	0	0	0	0	0	0	0	0	0
	Term	s/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
	Traini	ing	*	*	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

		Comparative Data								
Per	nding Complaints Filed in Previous Fiscal Years by Status	Prev	Data	2012						
		2007	2008	2009	2010	2011	Thru 3-30			
Tota	al complaints from previous fiscal years	*	0	2	8	4	5			
Total complainants		*	0	2	8	4	5			
Nun	nber 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

	Comparative Data									
Complaint Investigations	Pro	2012								
	2007	2008	2009	2010	2011	Thru 3-30				
Pending complaints where investigations exceed required time frames	*	0	2	4	2	2				