No FEAR Act

No FEAR Act Notice

The Notification and Federal Employee Anti-discrimination and Retaliation Act (No FEAR Act) of 2002 increases federal agency accountability for acts of discrimination or reprisal against employees.

The No FEAR Act requires agencies to post on their public web sites statistical data relating to equal employment opportunity complaints filed against the respective agencies.

The Federal Reserve Board's public web site contains statistical data in accordance with the No FEAR Act.

Information updated as of December 31, 2012

Complaint activity Complaints by basis Complaints by issue

Processing time

Complaints dismissed by agency

Complaints dismissed by complainants

Total final actions finding of discrimination

Finding of discrimination rendered by basis

Finding of discrimination rendered by issue

Pending complaints filed in previous fiscal years by status

Complaint investigations

Complaint activity	P	Com revious	Fiscal Year 2013			
	2008	2009	2010	2011	2012	10/2012 - 12/2012
Number of complaints filed	2	1	7	10	12	2
Number of complainants	3	3	9	17	23	22
Repeat filers	0	0	0	0	0	0

Complaints by basis	P		parativ s fiscal	Fiscal Year 2013		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed	2008	2009	2010	2011	2012	10/2012 - 12/2012
Race	2	1	6	10	16	17
Color	1	0	1	2	3	4
Religion	1	0	0	0	2	2
Reprisal	1	1	2	5	11	10
Sex	2	1	5	8	11	11
National origin	1	1	2	3	3	3
Equal Pay Act	0	0	0	0	1	2
Age	3	3	6	8	15	13
Disability	1	0	3	2	5	4
Non EEO	0	0	0	0	0	0

Complaints by issue	P	Com	parativ s fiscal	Fiscal Year 2013		
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed	2008	2009	2010	2011	2012	10/2012 - 12/2012
Appointment/hire	2	0	0	0	0	0
Assignment of duties	0	0	2	3	4	4
Awards	0	0	0	0	0	0
Conversion to full-time	0	0	0	0	0	0
Disciplinary action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	1	1
Removal	0	0	2	2	2	2
Suspension	0	0	0	0	0	0
Other	0	0	0	0	1	1
Duty hours	0	0	1	0	0	0
Evaluation appraisal	1	1	1	2	4	3
Examination/test	0	0	0	0	0	0
Harassment						
Nonsexual	2	0	4	8	11	11
Sexual	0	0	1	2	1	1
Medical examination	0	0	0	0	0	0

Pay (including overtime)	0	0	1	1	1	2
Promotion/nonselection	1	2	5	6	10	11
Reassignment	- I					
Denied	0	0	0	0	0	
Directed	0	0	0	0	0	
Reasonable accommodation	0	0	1	1	3	2
Reinstatement	0	0	0	0	0	
Retirement	0	0	0	0	0	
Termination	0	0	0	2	2	2
Terms/conditions of employment	0	0	2	2	9	7
Time and attendance	0	0	0	0	0	
Training	0	0	0	0	0	1
Other	0	0	3	4	1	3

Processing time	P		parativ s fiscal	Fiscal Year 2013		
_	2008	2009	2010	2011	2012	10/2012 - 12/2012
Complaints pending during fiscal year						
Average number of days in investigation stage	169	209	68	151	133	132
Average number of days in final action stage	0	28	28	36	53	58
Complaints pending during fiscal year where hearing						
was requested					148	
Average number of days in investigation stage	137	209	93	183	47	160
Average number of days in final action stage	0	28	28	36	0	31
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	0	0	87	0	93	93
Average number of days in final action stage	0	0	62	0	92	92

Complaints dismissed by agency	P	Com revious	ıta	Fiscal Year 2013		
	2008	2009	2010	2011	2012	10/2012 - 12/2012
Total complaints dismissed by agency	0	0	0	1	0	0
Average days pending prior to dismissal	0	0	0	531	0	0
Complaints withdrawn by complainants						
Total complaints withdrawn by complainants	0	1	0	0	1	0

Total final actions finding discrimination			Fiscal	Year 2013								
Total final actions finding discrimination	20	2008 20009 2010 2011 2012									10/201	2 - 12/2012
	#	% # % # % # % # %								#	%	
Total number findings	0		0		0		0		0		0	
Without hearing	0	0	0	0	0	0	0	0	0	0	0	0
With hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of discrimination	Comparative data											W 2012
rendered by basis Note: Complaints can be filed alleging multiple						Previous fiscal year	data				Fiscal	Year 2013
bases. The sum of the bases may not equal total	2008 2009 2010 2011 2012							012	10/2012 - 12/2012			
complaints and findings	#	%	#	%	#	%	#	%	#	%	#	%
Total number findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings after hearing	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings without hearing	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0

Non EEO	0	0	0	0	0	0	0	0	0	0	0	0		
											1			
Findings of discrimination		Comparative data												
rendered by issue	20	.00		200	ı —	Previous fiscal year			ı		10/2012 - 12/2012			
	#	08 %	#	009 %	#	2010	#	%	# 2012		10/201	2 - 12/2012 %		
Total number findings	0	70	0	70	0	70	0	70	0	%	0	70		
Appointment/hire	0	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	0		
Awards	0	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	0		
Disciplinary action	0	0	0	0	0	0	0	0	0	0	0	0		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0		
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0		
Suspension	0	0	0	0	0	0	0	0	0	0	0	0		
Removal	0	0	0	0	0	0	0	0	0	0	0	0		
Other	0	0	0	0	0	0	0	0	0	0	0	0		
Duty hours	0	0	0	0	0	0	0	0	0	0	0	0		
Evaluation appraisal	0	0	0	0	0	0	0	0	0	0	0	0		
Examination/test	0	0	0	0	0	0	0	0	0	0	0	0		
Harassment	0	0	0	0	0	0	0	0	0	0	0	0		
Nonsexual	0	0	0	0	0	0	0	0	0	0	0	0		
Sexual	0	0	0	0	0	0	0	0	0	0	0	0		
Medical examination	0	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	0		
Promotion/nonselection	0	0	0	0	0	0	0	0	0	0	0	0		
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0		
Denied	0	0	0	0	0	0	0	0	0	0	0	0		
Directed	0	0	0	0	0	0	0	0	0	0	0	0		
Reasonable accommodation	0	0	0	0	0	0	0	0	0	0	0	0		
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0		
Retirement	0	0	0	0	0	0	0	0	0	0	0	0		
Termination	0	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	0		
Time and attendance	0	0	0	0	0	0	0	0	0	0	0	0		
Training	0	0	0	0	0	0	0	0	0	0	0	0		
Other	0	0	0	0	0	0	0	0	0	0	0	0		
Findings after hearing	T T	l		l	l		1	1	I	1	I			
Appointment/hire	0	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	0		
Awards	0	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	0		
Disciplinary action	0	0	0	0	0	0	0	0	0	0	0	0		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0		
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0		
Suspension	0	0	0	0	0	0	0	0	0	0	0	0		
Removal	0	0	0	0	0	0	0	0	0	0	0	0		
Other	0	0	0	0	0	0	0	0	0	0	0	0		
Duty hours	0	0	0	0	0	0	0	0	0	0	0	0		
Evaluation appraisal	0	0	0	0	0	0	0	0	0	0	0	0		
Examination/test	0	0	0	0	0	0	0	0	0	0	0	0		
Harassment	0	0	0	0	0	0	0	0	0	0	0	0		
Nonsexual	0	0	0	0	0	0	0	0	0	0	0	0		
Sexual	0	0	0	0	0	0	0	0	0	0	0	0		
Medical examination	0	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	0		
Promotion/nonselection	0	0	0	0	0	0	0	0	0	0	0	0		
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0		
Denied	0	0	0	0	0	0	0	0	0	0	0	0		
Directed	0	0	0	0	0	0	0	0	0	0	0	0		
Reasonable accommodation	0	0	0	0	0	0	0	0	0	0	0	0		

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Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	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	0
Time and attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
							_				_	•
Findings without hearing	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/hire	0	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	0
Awards	0	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	0
Disciplinary action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Nonsexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical examination	0	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	0
Promotion/nonselection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	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	0
Time and attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Pending complaints filed in previous fiscal years by status	P		parativ s fiscal	Fiscal Year 2013		
	2008	2009	2010	2011	2012	10/2012 - 12/2012
Total complaints from previous fiscal years	1	2	2	10	13	19
Number complaints pending						
Investigation	0	0	0	0	0	4
Hearing	0	1	1	6	4	7
Final action	1	0	0	0	1	2
Appeal with EEOC Office of Federal Operations	0	1	1	1	2	1
Class Certification with EEOC Office of Federal Operations	0	0	0	1	4	4
District Court	0	0	0	2	2	1

Complaint investigations	Comparative data Previous fiscal year data				Fiscal Year 2013	
	2008	2009	2010	2011	2012	10/2012 - 12/2012
Pending complaints where investigations exceed required time frames	2	3	0	2	3	3

For further information, please contact the Diversity and Inclusion Programs Director.

Office Diveristy and Inclusion Director, Stop 156

Board of Governors of the Federal Reserve System

20th and Constitution Avenue, NW

Washington, DC 20551

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