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		Previous	Fiscal Y	ear Data		2012
,	2007	2008	2009	2010	2011	Thru 9-30
Number of complaints filed	*	2	6	9	3	9
Number of complainants	*	2	6	2	3	9
Repeat filers	*	0	0	1	0	0

Complaints by Basis

Complaints by Basis			Compara	ative Data		
Note: Complaints can be filed		Previous	s Fiscal Ye	ear Data		2012
alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 9-30
Race	*	1	4	8	2	9
Color	*	1	1	1	0	0
Religion	*	0	0	0	0	0
Reprisal	*	1	1	7	2	3
Sex	*	1	1	2	1	3
National Origin	*	0	1	1	0	0
Equal Pay Act	*	0	0	0	0	3
Age	*	0	2	1	2	5
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	mnara	tive D	oto	
Complaints by Issue		CO	прага	ilive D	ala	
Note: Complaints can be filed alleging multiple issues.	Prev	ious F	Fiscal	Year I	Data	2012
The sum of the issues may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 9-30
Appointment/hire	*	0	0	0	0	0
Assignment of duties	*	0	1	1	1	1
Awards	*	1	1	0	1	0
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	0
Examination/test	*	0	0	0	0	0

harassment						
Nonsexual	*	0	1	0	2	6
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	6
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	0
Training	*	0	1	0	1	0
Other	*	0	0	0	0	3

Processing Time

		С	ompara	itive Da	ta	
Processing Time	Pr	evious	Fiscal \	ear Da	ıta	2012
_	2007	2008	2009	2010	2011	Thru 9-30
Complaints pending during fiscal year						
Average number of days in investigation stage	*	138	150	150	131	179
Average number of days in final action stage	*	57	98	190	478	133
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	194
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

			С	ompara	ative Da	ta	
		Р	revious	Fiscal \	∕ear Da	ta	2012
		2007	2008	2009	2010	2011	Thru 9-30
Co	omplaints 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

						mpar	ative	Dat	a			
Total Final Actions Finding			Pre	vious	Fisc	al Y	ear D	Data			2012	Thru
Discrimination	20	07	20	80	20	09	20	2010		11	9-	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

F	<u> </u>												
	Findings of Discrimination Rendered by Basis				Co	om	par	ativ	/e [Dat	a		
		F	re۱	/ioi	us F	Fisc	cal	Ye	ar [Dat	a)12
	Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints	20	07	20	80	20	09	20	10	20	11		nru ∙30
	and findings.	#	%	#	%	#	%	#	%	#	%	#	%
-	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

						Cor	npa	rativ	∕e C	ata			
	Findings of Discrimination Rendered by		Pr	evi	ous	Fis	cal \	⁄ea	r Da	ata			10
	Issue	20	07	20	80	20	09	20	10	20	11		nru 30
		#	%	#	%	#	%	#	%	#	%	#	%
T	otal 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	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
Find	dings 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

			Comparative Data								
Pending Complaints Filed in Previous Fiscal Years by Status		Pre	Data	2012							
	,	2007	2008	2009	2010	2011	Thru 9-30				
Total complaints from previous fiscal years		*	0	2	8	4	4				
Total complainants		*	0	2	8	4	4				
Nun	nber complaints pending										
	Investigation	*	0	1	4	1	0				
	Hearing	*	0	0	0	0	1				
	Final action	*	0	1	2	1	1				
	Appeal with EEOC Office of Federal Operations	*	0	2	2	2	2				

Complaint Investigations

Complaint Investigations	Comparative Data								
	Pro	2012							
	2007	2008	2009	2010	2011	Thru 9-30			
Pending complaints where investigations exceed required time frames	*	0	2	4	2	4			