

Office of Inspector General
Federal Housing Finance Agency
NO FEAR Act Data
Fiscal Years 2021 through 2025

Complaints Activity

| Complaint Activity | 2021 | 2022 | 2023 | 2024 | 1st qtr 2025 |
|----------------------------|-------------|-------------|-------------|-------------|---------------------|
| Number of Complaints Filed | 0 | 1 | 0 | 0 | 1 |
| Number of Complainants | 0 | 1 | 0 | 0 | 1 |
| Repeat Filers | 0 | 0 | 0 | 0 | 1 |

Complaints by Basis

| Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2021 | 2022 | 2023 | 2024 | 1st qtr 2025 |
|--|-------------|-------------|-------------|-------------|---------------------|
| Race | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 |

| | | | | | |
|---------------------|---|---|---|---|---|
| Reprisal | 0 | 1 | 0 | 0 | 1 |
| Sex | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 1 |
| Disability | 0 | 0 | 0 | 0 | 1 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 |

Complaints by Issue

| Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | 2021 | 2022 | 2023 | 2024 | 1st qtr 2025 |
|--|-------------|-------------|-------------|-------------|---------------------|
| Appointment or Hire | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 |
| Demotion | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 |

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|------------------------------------|---|---|---|---|---|
| Suspension | 0 | 0 | 0 | 0 | 0 |
| Administrative Leave | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 0 | 0 | 1 |
| Examination or Test | 0 | 0 | 0 | 0 | 0 |
| Nonsexual | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 0 | 0 | 0 | 0 |
| Promotion or Nonselection | 0 | 0 | 0 | 0 | 0 |
| Denied | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 |
| Terms and Conditions of Employment | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 |

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| Disclosure of Personally Identifiable Information | 0 | 1 | 0 | 0 | 0 |
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Processing Time

| Processing Time | 2021 | 2022 | 2023 | 2024 | 1st qtr 2025 |
|---|------|------|------|------|--------------|
| Complaints Pending During the Fiscal Year | 1 | 1 | 1 | 0 | 1 |
| <i>Average number of days in investigation stage</i> | 108 | 0 | 0 | 0 | 12 |
| <i>Average number of days in final action stage</i> | 0 | 0 | 0 | 0 | 0 |
| Complaints Pending During Fiscal Year Where Hearing Was Requested | 1 | 1 | 1 | 0 | 0 |
| <i>Average number of days in investigation stage</i> | 108 | 200 | 200 | 0 | 0 |
| <i>Average number of days in final action stage</i> | 0 | 0 | 0 | 0 | 0 |
| Complaints Pending During Fiscal Year Where Hearing Was Not Requested | 0 | 0 | 0 | 0 | 1 |
| <i>Average number of days in investigation stage</i> | 0 | 0 | 0 | 0 | 12 |
| <i>Average number of days in final action stage</i> | 0 | 0 | 0 | 0 | 0 |

Complaints Dismissed by Agency or Withdrawn by Complainants

| Complaints Dismissed by Agency or Withdrawn by Complainants | 2021 | 2022 | 2023 | 2024 | 1st qtr 2025 |
|---|------|------|------|------|--------------|
| Complaints dismissed by Agency | 0 | 0 | 0 | 0 | 0 |
| <i>Average days pending prior to dismissal</i> | 0 | 0 | 0 | 0 | 0 |
| Complaints withdrawn by complainants | 0 | 0 | 0 | 0 | 0 |

Total Final Agency Actions Finding Discrimination

| Final Actions Finding Discrimination | 2021 | 2022 | 2023 | 2024 | 1st qtr 2025 |
|---|-------------|-------------|-------------|-------------|---------------------|
| Total Number of Findings | 0 | 1 | 0 | 0 | 0 |
| Number of findings after hearing | 0 | 1 | 0 | 0 | 0 |
| Number of findings without hearing | 0 | 0 | 0 | 0 | 0 |

Findings of Discrimination Rendered by Basis

| Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | 2021 | 2022 | 2023 | 2024 | 1st qtr 2025 |
|--|-------------|-------------|-------------|-------------|---------------------|
| Total Number of Findings | 0 | 1 | 0 | 0 | 0 |
| Number of Findings After Hearing | 0 | 0 | 0 | 0 | 0 |
| Race | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 1 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 |

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|------------------------------------|---|---|---|---|---|
| Disability | 0 | 0 | 0 | 0 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 |
| Number of Findings Without Hearing | 0 | 0 | 0 | 0 | 0 |
| Race | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 |

Findings of Discrimination Rendered by Issue

| Findings of Discrimination Rendered by Issue | 2021 | 2022 | 2023 | 2024 | 1st qtr 2025 |
|--|------|------|------|------|--------------|
| Total Number Findings | 0 | 0 | 0 | 0 | 0 |

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|----------------------------------|---|---|---|---|---|
| Number of findings after hearing | 0 | 0 | 0 | 0 | 0 |
| Appointment or Hire | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | 0 | 0 | 0 | 0 | 0 |
| Demotion | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 |
| Administrative Leave | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 0 | 0 | 0 |
| Examination or Test | 0 | 0 | 0 | 0 | 0 |
| Harassment | 0 | 0 | 0 | 0 | 0 |
| Nonsexual | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 0 | 0 | 0 | 0 |

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|------------------------------------|---|---|---|---|---|
| Promotion or Nonselection | 0 | 0 | 0 | 0 | 0 |
| Reassignment | 0 | 0 | 0 | 0 | 0 |
| Denied | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 |
| Terms and Conditions of Employment | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 |
| Disclosure of EEO Complaint | 0 | 1 | 0 | 0 | 0 |
| Number of Findings Without Hearing | 0 | 0 | 0 | 0 | 0 |
| Appointment or Hire | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | 0 | 0 | 0 | 0 | 0 |
| Demotion | 0 | 0 | 0 | 0 | 0 |

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|---------------------------|---|---|---|---|---|
| Reprimand | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 |
| Administrative Leave | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 0 | 0 | 0 |
| Examination or Test | 0 | 0 | 0 | 0 | 0 |
| Harassment | 0 | 0 | 0 | 0 | 0 |
| Nonsexual | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 0 | 0 | 0 | 0 |
| Promotion or-Nonselection | 0 | 0 | 0 | 0 | 0 |
| Reassignment | 0 | 0 | 0 | 0 | 0 |
| Denied | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 |

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|------------------------------------|---|---|---|---|---|
| Termination | 0 | 0 | 0 | 0 | 0 |
| Terms and Conditions of Employment | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 |

Complaints Pending from Previous Fiscal Years by Status

| Complaints Pending from Previous Fiscal Years by Status | 2021 | 2022 | 2023 | 2024 | 1st qtr 2025 |
|--|-------------|-------------|-------------|-------------|---------------------|
| Total Number of Complaints Pending from Previous Fiscal Years | 1 | 1 | 0 | 0 | 0 |
| Number of complainants | 1 | 1 | 0 | 0 | 1 |
| Number of complaints pending: <i>Investigation</i> | 0 | 0 | 0 | 0 | 1 |
| Number of complaints pending: <i>ROI issued, pending complainant's action</i> | 0 | 0 | 0 | 0 | 0 |
| Number of complaints pending: <i>Hearing</i> | 1 | 1 | 0 | 0 | 0 |
| Number of complaints pending: <i>Final agency action</i> | 0 | 0 | 0 | 0 | 0 |
| Number of complaints pending: <i>Appeal with EEOC Office of Federal Operations</i> | 0 | 0 | 0 | 0 | 0 |

Complaint Investigations

| Investigations | 2021 | 2022 | 2023 | 2024 | 1st qtr 2025 |
|---|-------------|-------------|-------------|-------------|-------------------------|
| Total Number of Complaints Pending Completion of Investigation | 0 | 0 | 0 | | 0 |
| Number of Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | | 0 |