

**National Credit Union Administration**  
**FY 2022 NO FEAR Act Data**  
4th Quarter - July 1, 2022 - September 30, 2022

<b>Complaint Activity</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY 22 Q4</b>
Number of Complaints Filed	6	5	5	5	1	4
Number of Complainants	6	5	4	5	1	4
Repeat Filers in Fiscal Year	0	0	1	0	0	0

<b>Complaints by Basis</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY 22 Q4</b>
Race	4	3	4	1	1	3
Color	1	3	2	0	0	1
Religion	0	0	0	0	0	0
Reprisal	2	2	3	3	0	1
Sex	3	1	3	3	1	2
National Origin	0	1	0	0	0	0
Equal Pay Act	1	0	0	0	0	0
Age	3	2	3	2	1	0
Disability	3	1	4	3	0	2
Genetic Information	0	0	0	1	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

<b>Complaints by Issue</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY 22 Q4</b>
Appointment/Hire	0	0	0	0	0	1
Assignment of Duties	1	1	0	2	0	1
Awards	0	1	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
					0	0
Demotion	0	0	1	0	0	0
Reprimand	0	0	1	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	1	1	0	1
Other	0	0	0	1	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	2	1	2	0	3
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	0	0	2	2	0	1
Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	0	0	0	0	1
Promotion/Non-Selection	4	1	2	2	1	2
<b>Reassignment</b>						
Denied	0	0	0	0	0	1
Directed	0	0	0	0	0	0
Reasonable Accommodation	2	1	1	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	1	0	0	0	0
Termination	1	0	0	0	0	0
Terms/Conditions of Employment	0	1	1	3	0	4
Time and Attendance	0	0	1	1	0	1
Training	0	0	1	0	0	1
Other (Verbal Remarks)	0	1	1	0	0	0

Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

<b>Processing Time</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY 22 Q4</b>
Complaints pending during fiscal year	8	13	12	*12	5	4
Average number of days in investigation stage	198	229	157	*204	229	170
Average number of days in final action stage	0	90	0	69	0	0
Complaint pending during fiscal year where hearing was requested	4	8	9	9	5	3
Average number of days in investigation stage	245	261	238	228	229	186
Average number of days in final action stage	293	333	213	424	479	41
Complaint pending during fiscal year where hearing was not requested	1	2	0	1	1	1
Average number of days in investigation stage	166	179	0	180	202	176
Average number of days in final action stage	58	54	0	57	60	38

\*These numbers are corrections to last quarter's report.

<b>Complaints Dismissed by Agency</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>FY 22 Q4</b>
Total Complaints Dismissed by Agency	0	1	0	1	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
<b>Findings After Hearing</b>												
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
Non-Sexual	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/Non-Selection	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
<b>Findings Without Hearing</b>												
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
Non-Sexual	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/Non-Selection	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

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022 Q4</b>
Total complaints from previous Fiscal Years	7	7	5	4	3	2
Total Complainants	7	7	5	4	3	2

<b>Number of previous complaints pending at close of quarter</b>						
Investigation	0	0	0	0	0	0
Hearing	3	3	5	4	3	0
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	4	4	0	0	0	2

<b>Complaint Investigations</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022 Q4</b>
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Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	1	1	0	0
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