National Credit Union Administration NO FEAR Act Data FY 2017

2nd Quarter - January 1, 2017 - March 31, 2017

Complaint Activity						FY 17 2nd qtr
	2012	2013	2014	2015	2016	-
Number of Complaints Filed	3	6	5	5	3	3
Number of Complainants	3	6	5	5	3	3
Repeat Filers in Fiscal Year	0	0	0	0	0	0

Complaints by Basis	2012	2013	2014	2015	2016	FY 17
						2nd gtr
Race	0	5	3	1	2	
Color	0	1	1	1	1	(
Religion	0	1	1	0	0	(
Reprisal	1	2	4	2	1	
Sex	1	2	1	2	1	
National Origin	1	2	1	0	1	(
Equal Pay Act	0	1	0	0	0	(
Age	2	2	2	4	0	2
Disability	1	2	2	2	0	
Non-EEO	0	0	0	0	0	(

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

Complaints by Issue	2012	2013	2014	2015	2016	FY 17
Appointment/Hire	0	1	0	0	0	2nd atr
Assignment of Duties	0	0	0	0	2	0
Awards	0	0	0	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	C
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	0	3	0	2	C
Examination/Test	0	0	2	0	0	C
Harassment						
Non-Sexual	2	0	2	0	0	0
Sexual	0	0	0	0	1	C
Medical Examination	0	0	0	0	0	C
Pay (Including Overtime)	0	1	0	0	1	C
Promotion/Non-Selection	1	2	1	3	1	1
Reassignment						
Denied	0	0	1	3	0	C
Directed	0	0	0	0	0	C
Reasonable Accommodation	0	1	1	1	0	2
Reinstatement	0	0	0	0	0	C
Retirement	0	0	0	0	0	C
Termination	1	2	0	1	0	1
Terms/Conditions of Employment	0	0	0	0	1	C
Time and Attendance	0	0	3	0	0	0
Training	0	0	1	0	0	0
Other (Verbal Remarks)	0	2	3	1	0	(

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

Processing Time						FY 17
	2012	2013	2014	2015	2016	2nd gtr
Complaints pending during fiscal year	4	6	9	10	10	7
Average number of days in investigation stage	181.75	132.5	190.3	196	201	174
Average number of days in final action stage	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was requested	2	3	2	3	6	3
Average number of days in investigation stage	216	149	0	229	206	221
Average number of days in final action stage	0	219	342	200	335	374
Complaint pending during fiscal year where hearing was not requested	0	1	5	3	1	0
Average number of days in investigation stage	n/a	175	222	176	178	0
Average number of days in final action stage	n/a	104	0	230	155	0

Complaints Dismissed by Agency						
						FY 17
	2012	2013	2014	2015	2016	2nd qtr
Total Complaints Dismissed by	0	1	0	0	0	0
Agency						
Average days pending prior to	0	132	0	0	0	0
dismissal						
Complaints Withdrawn by						
Complainants						
Total Complaints Withdrawn by	0	0	1	0	0	0
Complainants						

Total Final Actions Finding Discrimination											FY 17 2r	nd qtr
		2012		2013		2014		2015		2016		
	#	%	#	%	%	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	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										FY 1	17 2nd qtr
Rendered by Basis		2012		2013		2014	2	2015	2	016	
2	#	%	#	% #		%	# %	#	%	#	%
Total Number Findings	0		0				0		0		0
Race	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0
National Origin	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
Age	0		0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing											
Race	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0
National Origin	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
Age	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing											
Race	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0
National Origin	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
Age	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0

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

Findings of Discrimination													
Rendered by Issue			2012		2013		2014		2015		2016	FY 17 2r	nd qtr
	#	%		4		#			%	#			%
Total Number Findings		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

Scale C <thc< th=""> C <thc< th=""> <thc< th=""></thc<></thc<></thc<>						-								
Modical Fouriers ID	Non-Sexual													0
Dray (Incluing OperIme) C	Sexual		-							-		-		0
Promotion Mon-Subscription Image of the subscription I	Medical Examination		0				0 0	0			0	0	0	0
Beasingment I <th< td=""><td>Pay (Including Overtime)</td><td></td><td>0</td><td>0</td><td>0 0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Pay (Including Overtime)		0	0	0 0	0	0	0	0	0	0	0	0	0
Desied 0 <td>Promotion/Non-Selection</td> <td></td> <td>0</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>0</td> <td>0</td> <td></td> <td>0</td>	Promotion/Non-Selection		0								0	0		0
Directed O O O O </td <td>Reassignment</td> <td></td> <td>0</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	Reassignment		0								0	0	0	0
Basebase Accommodation I	Denied		0							0	0			0
Beinsteinent I <t< td=""><td>Directed</td><td></td><td>0</td><td>C</td><td>0 0</td><td>0</td><td>0 0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></t<>	Directed		0	C	0 0	0	0 0	0	0	0	0	0	0	0
Reinformant O O O <tho< td=""><td>Reasonable Accommodation</td><td></td><td>0</td><td>C</td><td>0 0</td><td>0</td><td>0 0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tho<>	Reasonable Accommodation		0	C	0 0	0	0 0	0	0	0	0	0	0	0
Termination C O <tho< th=""> O O O O</tho<>	Reinstatement		0	C	0 0	0	0 0	0	0	0	0	0	0	0
Termination C O <tho< th=""> O O O O</tho<>	Retirement		0	C	0 0	0	0 0	0	0	0	0	0	0	0
Terns:Conditions of Engloyment 0 <th< td=""><td>Termination</td><td></td><td>0</td><td></td><td></td><td>0</td><td></td><td></td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Termination		0			0			0	0	0	0	0	0
Time and Attendance D			0	0	0	0	0	0	0	0	0	0	0	0
Training 0<			-									-	-	
Other O <td></td> <td>-</td> <td></td>													-	
Includge After Hearing Image: Constraint of the constraint of												-		
Appointment/Hiro O	other	1 1	0		<u> </u>		<u> </u>		0	0	0	0	0	0
Appointment/Hiro O	Findings After Hearing	1			1	1			1		1		1	
Assignment of Duries O			0	0	0	0	0	0	0	0	0	0	0	0
Awards O <td></td>														
Conversion to Full-line O														
Disciplinary Action O		┼──┼												
Demotion O O O O </td <td></td> <td>┼──┼</td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td></td> <td>-</td> <td></td> <td></td>		┼──┼	-							-		-		
Reprimend O O O O<		<u>↓ </u>	-									-		
Subgension 0		+												
Removal 0 </td <td></td> <td>+</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td></td> <td></td>		+										-		
Other O <td></td> <td>+</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td></td> <td></td>		+										-		
Duty Hours Image: Control of the second		↓ ↓	-							-				0
Evaluation Appraisal O	Other		0			0	0	0	0	0	0	0	0	0
Examination/Test 0	Duty Hours													
Harassment 0	Evaluation Appraisal		0											0
Harassment 0	Examination/Test		0					0			0	0		0
Non-Sexual 0	Harassment		0	C	0 0	0	0 0	0	0	0	0	0	0	0
Sexual 0 <td>Non-Sexual</td> <td></td> <td>0</td> <td>C</td> <td>0 0</td> <td>0</td> <td>0 0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	Non-Sexual		0	C	0 0	0	0 0	0	0	0	0	0	0	0
Medical Examination O			0			0			0	0	0	0	0	0
Pay (Including Overtime) O <td></td> <td>0</td> <td>0</td>													0	0
Promotion/Non-Selection O														0
Reasignment 0 <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>														
Denied 0 <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td>			-							-				
Directed 0<			-									-		
Reasonable Accommodation O <td></td>														
Reinstatement 0 <														
Retirement O <tho< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tho<>														
Termination O <th< td=""><td></td><td>1</td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td>-</td><td></td></th<>		1	-							-			-	
Terms/Conditions of Employment 0 <th< td=""><td></td><td></td><td>-</td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td></th<>			-				-						-	
Time and Attendance 0													-	
Training 0<			-											
Other O <td></td>														
Findings Without Hearing			-							-				
Appointment/Hire 0	Other		0	0	0 0	0	0 0	0	0	0	0	0	0	0
Appointment/Hire 0					1	1			-		-			
Assignment of Duties 0														
Awards 0 <td></td>														
Conversion to Full-time 0		↓L	-							-		-		0
Disciplinary Action 0	Awards		-									-		0
Demotion 0<	Conversion to Full-time													0
Reprimand 0	Disciplinary Action	ļ [-		0
Suspension 0	Demotion		0	0	00	0	00	0	0	0	0	0	0	0
Suspension 0	Reprimand													0
Removal 0 </td <td>Suspension</td> <td></td> <td>0</td> <td>0</td> <td>0 0</td> <td>0</td> <td>0 0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	Suspension		0	0	0 0	0	0 0	0	0	0	0	0	0	0
Other 0 <td>Removal</td> <td></td> <td>0</td> <td>C</td> <td>0 0</td> <td>0</td> <td>0 0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	Removal		0	C	0 0	0	0 0	0	0	0	0	0	0	0
Duty Hours 0	Other													0
Evaluation Appraisal 0			-											0
Examination/Test 0		1 1												0
Harassment 0		1 1	-							-		-		0
Non-Sexual 0		1 1												0
Sexual 0 <td></td> <td><u> </u></td> <td></td> <td>0</td>		<u> </u>												0
Medical Examination 0		<u>↓</u>												
Pay (Including Overtime) 0 <td></td> <td>++</td> <td></td>		++												
Promotion/Non-Selection 0		<u> </u>	-							-			-	
Reassignment 0 <t< td=""><td></td><td>+ +</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td></t<>		+ +								-				
Denied 0 <td></td> <td><u>↓ </u></td> <td></td> <td>-</td> <td></td>		<u>↓ </u>											-	
Directed 0<		<u>↓ </u>												
Reasonable Accommodation 0 <td></td> <td>───┼</td> <td></td>		───┼												
Reinstatement 0 <		<u>↓ </u>	-							-		-		
Retirement 0		+	-											
Termination 0 <th< td=""><td></td><td>+</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>		+												
Terms/Conditions of Employment 0 <th< td=""><td></td><td>+</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>0</td></th<>		+												0
Time and Attendance 0		↓												0
Training 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			-							-				0
														0
Other 0 <td>Training</td> <td></td> <td>0</td>	Training													0
	Other		0	0	0 0	0	00	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status						FY 17
,	2012	2013	2014	2015	2016	2nd qtr
Total complaints from previous Fiscal Years	1	2	2	4	5	8
Total Complainants	1	2	2	4	5	8
Number of previous complaints per	nding at	close of (quarter			
Investigation	0	0	0	0	0	1
Hearing	1	0	0	2	2	2
Final Action	0	1	1	0	0	0
Appeal with EEOC Office of Federal Operations	2	1	1	2	3	5

Complaint Investigations						FY 17
	2012	2013	2014	2015	2016	2nd qtr
Pending Complaints Where	0	0	0	0	0	0
Investigations Exceeds Required Time						
Frames						