

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## U.S. Department of Housing and Urban Development

Through 3rd Quarter 2013 for period ending June 30, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					Third Quarter FY 2013 through 06-30-13
	2008	2009	2010	2011	2012	
Number of Complaints Filed	102	98	82	98	68	68
Number of Complainants	87	84	81	96	67	68
Repeat Filers	7	14	1	1	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					Third Quarter FY 2013 through 06-30-13
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Race	55	52	31	49	37	35
Color	20	26	16	12	13	8
Religion	9	7	4	4	1	3
Reprisal	54	40	41	49	20	24
Sex	41	48	33	42	31	30
National Origin	17	19	11	18	10	11
Equal Pay Act	2	0	0	0	0	0
Age	40	29	30	43	33	28

Disability	27	29	26	24	20	15
Non-EEO	0	0	0	3	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>Third Quarter FY 2013 through 06-30-13</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Appointment/Hire	3	3	6	5	1	4
Assignment of Duties	4	9	4	6	6	10
Awards	1	2	1	1	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	0	0
Reprimand	4	4	2	4	2	1
Suspension	1	2	1	0	1	0
Removal	1	2	0	4	2	0
Other	4	0	0	3	3	6
Duty Hours	1	0	0	2	0	0
Evaluation Appraisal	12	14	17	11	9	12
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	27	47	26	39	18	16
Sexual	0	2	1	1	1	4
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	4	3	0	2	2	0
Promotion/Non-Selection	33	13	17	31	20	15
<b>Reassignment</b>						
Denied	0	1	1	2	2	8
Directed	3	2	3	5	3	0
Reasonable Accommodation	5	9	6	14	6	2

Reinstatement	0	0	0	0	0	0
Retirement	1	1	0	1	0	1
Termination	4	2	1	0	1	1
Terms/Conditions of Employment	17	14	8	3	0	3
Time and Attendance	7	2	5	1	3	1
Training	4	0	1	3	1	2
Other	10	0	2	8	4	11

Processing Time	Comparative Data					
	Previous Fiscal Year Data					Third Quarter FY 2013 through 06-30-13
	2008	2009	2010	2011	2012	

Complaints pending during fiscal year						
Average number of days in investigation	212	228	244	317	290	287
Average number of days in final action	328	486	581	329	405	146

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	302	343	414	309	289	287
Average number of days in final action	16	153	66	82	91	0

Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	288	339	425	324	290	287
Average number of days in final action	352	444	388	489	614	513

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					Third Quarter FY 2013 through 06-30-13
	2008	2009	2010	2011	2012	

Total Complaints Dismissed by Agency	8	8	1	9	2	7
Average days pending prior to dismissal	41	116	343	119	464	112

<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	6	7	6	11	7	2





Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	1	50	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	1	50	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												
Non-Sexual	0	0	0	0	1	50	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	1	50	1	50	1	50	0	0	0	0
Reassignment												
Denied	0	0	1	50	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	2	100	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	1	50	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>	0		2		2		0		0		0	





Terms/Conditions of Employment	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
Training	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>Third Quarter FY 2013 through 06-30-13</b>				
	<b>Previous Fiscal Year Data</b>										
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>						
Total complaints from previous Fiscal Years	74	172	205	158	160	151					
Total Complainants	66	149	183	146	154	145					
<b>Number complaints pending</b>											
Investigation	19	97	19	6	0	10					
ROI issued, pending Complainant's action	0	3	1	1	1	1					
Hearing	53	56	60	63	74	86					
Final Agency Action	2	16	23	3	10	7					
Appeal with EEOC Office of Federal Operations	23	16	33	2	2	2					
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>Third Quarter FY 2013 through 06-30-13</b>				
	<b>Previous Fiscal Year Data</b>										
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>						
Pending Complaints Where Investigations Exceed Required Time Frames	18	22	35	24	11	18					