

**National Credit Union Administration**  
**FY 2023 NO FEAR Act Data**  
 1st Quarter: October 1, 2022 - December 31, 2022

Complaint Activity	2018	2019	2020	2021	2022	FY 23 Q1
Number of Complaints Filed	5	5	5	1	4	0
Number of Complainants	5	4	5	1	4	0
Repeat Filers in Fiscal Year	0	1	0	0	0	0

Complaints by Basis	2018	2019	2020	2021	2022	FY 23 Q1
Race	3	4	1	1	3	0
Color	3	2	0	0	1	0
Religion	0	0	0	0	0	0
Reprisal	2	3	3	0	1	0
Sex	1	3	3	1	2	0
National Origin	1	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	2	3	2	1	0	0
Disability	1	4	3	0	2	0
Genetic Information	0	0	1	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	2018	2019	2020	2021	2022	FY 23 Q1
Appointment/Hire	0	0	0	0	1	0
Assignment of Duties	1	0	2	0	1	0
Awards	1	1	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Demotion	0	1	0	0	0	0
Reprimand	0	1	0	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	1	1	0	1	0
Other	0	0	1	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	2	1	2	0	3	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	0	2	2	0	1	0
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	0
Promotion/Non-Selection	1	2	2	1	2	0
<b>Reassignment</b>						
Denied	0	0	0	0	1	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	1	1	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	1	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	1	1	3	0	4	0
Time and Attendance	0	1	1	0	1	0
Training	0	1	0	0	1	0
Other (Verbal Remarks)	1	1	0	0	0	0

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

Processing Time	2018	2019	2020	2021	2022	FY 23 Q1
Complaints pending during fiscal year	13	12	*12	5	4	4
Average number of days in investigation stage	229	157	*204	229	170	180
Average number of days in final action stage	90	0	69	0	0	0
Complaint pending during fiscal year where hearing was requested	8	9	9	5	3	4
Average number of days in investigation stage	261	238	228	229	186	180
Average number of days in final action stage	333	213	424	479	41	83
Complaint pending during fiscal year where hearing was not requested	2	0	1	1	1	0
Average number of days in investigation stage	179	0	180	202	176	0
Average number of days in final action stage	54	0	57	60	38	0

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

Complaints Dismissed by Agency	2018	2019	2020	2021	2022	FY 23 Q1
Total Complaints Dismissed by Agency	1	0	1	0	0	0
Average days pending prior to dismissal	90	0	69	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
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

**Findings Without Hearing**

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>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023 Q1</b>
Total complaints from previous Fiscal Years	7	5	4	3	2	4
Total Complainants	7	5	4	3	2	4

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

<b>Complaint Investigations</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023 Q1</b>
Pending Complaints Where Investigations Exceeds Required Time Frames	0	1	1	0	0	0