

**National Credit Union Administration**  
**FY 2021 NO FEAR Act Data**  
 3rd Quarter - April 1, 2021 - June 30, 2021

<b>Complaint Activity</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 21 3rd qtr</b>
Number of Complaints Filed	3	6	5	5	5	1
Number of Complainants	3	6	5	4	5	1
Repeat Filers in Fiscal Year	0	0	0	1	0	0

<b>Complaints by Basis</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 21 3rd qtr</b>
Race	2	4	3	4	1	1
Color	1	1	3	2	0	0
Religion	0	0	0	0	0	0
Reprisal	1	2	2	3	3	0
Sex	1	3	1	3	3	1
National Origin	1	0	1	0	0	0
Equal Pay Act	0	1	0	0	0	0
Age	0	3	2	3	2	1
Disability	0	3	1	4	3	0
Genetic Information	0	0	0	0	1	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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 21 3rd qtr</b>
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	2	1	1	0	2	0
Awards	1	0	1	1	0	0
Conversion to Full-time	0	0	0	0	0	0
						0
Demotion	0	0	0	1	0	0
Reprimand	0	0	0	1	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	1	1	0
Other	0	0	0	0	1	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	2	0	2	1	2	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	0	0	0	2	2	0
Sexual	1	0	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	1	0	0	0	0
Promotion/Non-Selection	1	4	1	2	2	1
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	2	1	1	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Termination	0	1	0	0	0	0
Terms/Conditions of Employment	1	0	1	1	3	0
Time and Attendance	0	0	0	1	1	0
Training	0	0	0	1	0	0
Other (Verbal Remarks)	0	0	1	1	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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 21 3rd qtr</b>
Complaints pending during fiscal year	10	8	13	12	*12	5
Average number of days in investigation stage	201	198	229	157	*204	229
Average number of days in final action stage	0	0	90	0	69	0
Complaint pending during fiscal year where hearing was requested	6	4	8	9	9	5
Average number of days in investigation stage	206	245	261	238	228	229
Average number of days in final action stage	335	293	333	213	424	400
Complaint pending during fiscal year where hearing was not requested	1	1	2	0	1	0
Average number of days in investigation stage	178	166	179	0	180	0
Average number of days in final action stage	155	58	54	0	57	0

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

<b>Complaints Dismissed by Agency</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 21 3rd qtr</b>
Total Complaints Dismissed by Agency	0	0	1	0	1	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 After 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

**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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 21 3rd qtr</b>
Total complaints from previous Fiscal Years	5	7	7	5	4	4
Total Complainants	5	7	7	5	4	4

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

<b>Complaint Investigations</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 21 3rd qtr</b>
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Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	1	1	0	0
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