

National Credit Union Administration
FY 2023 NO FEAR Act Data
4th Quarter: July 1, 2023 - September 30, 2023

Complaint Activity	2018	2019	2020	2021	2022	FY 23 Q4
Number of Complaints Filed	5	5	5	1	4	1
Number of Complainants	5	4	5	1	4	1
Repeat Filers in Fiscal Year	0	1	0	0	0	0

Complaints by Basis	2018	2019	2020	2021	2022	FY 23 Q4
Race	3	4	1	1	3	1
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 Q4
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
				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
Harassment						
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	1
Reassignment						
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 Q4
Complaints pending during fiscal year	13	12	*12	5	4	3
Average number of days in investigation stage	229	157	*204	229	170	122
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	2
Average number of days in investigation stage	261	238	228	229	186	158
Average number of days in final action stage	333	213	424	479	41	329
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 Q4
Total Complaints Dismissed by Agency	1	0	1	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 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

Pending Complaints Filed in Previous Fiscal Years by Status	2018	2019	2020	2021	2022	2023 Q4
Total complaints from previous Fiscal Years	7	5	4	3	2	3*
Total Complainants	7	5	4	3	2	3*

*Includes a reconsideration

Number of previous complaints pending at close of quarter	2018	2019	2020	2021	2022	2023 Q4
Investigation	0	0	0	0	0	0
Hearing	3	5	4	3	0	1
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	4	0	0	0	2	2*

*Includes a reconsideration

Complaint Investigations	2018	2019	2020	2021	2022	2023 Q4

Pending Complaints Where Investigations Exceeds Required Time Frames	1*	1	0*	0	0	0
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*This correction also applies to all previous reports in FY 2023.