

National Credit Union Administra NO FEAR Act Data FY 2016
1st Quarter - October 1, 2015 - December 31, 2015

Complaint Activity						FY 16 1st qtr
	2011	2012	2013	2014	2015	
Number of Complaints Filed	8	3	6	5	5	1
Number of Complainants	8	3	6	5	5	1
Repeat Filers in Fiscal Year	0	0	0	0	0	0

Complaints by Basis	2011	2012	2013	2014	2015	FY 16 1st qtr
Race	3	0	5	3	1	0
Color	1	0	1	1	1	0
Religion	1	0	1	1	0	0
Reprisal	1	1	2	4	2	1
Sex	1	1	2	1	2	1
National Origin	1	1	2	1	0	0
Equal Pay Act	0	0	1	0	0	0
Age	2	2	2	2	4	0
Disability	6	1	2	2	2	0
Non-EEO	0	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	2011	2012	2013	2014	2015	FY 16 1st qtr
Appointment/Hire	2	0	1	0	0	0
Assignment of Duties	2	0	0	0	0	1
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Demotion	1	0	0	0	0	0
Reprimand	0	0	0	0	0	0
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	2	1	0	3	0	0
Examination/Test	0	0	0	2	0	0
Harassment						
Non-Sexual	2	2	0	2	0	0
Sexual	0	0	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	0	1	0	0	0
Promotion/Non-Selection	0	1	2	1	3	0
Reassignment						
Denied	1	0	0	1	3	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	4	0	1	1	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	1	2	0	1	0
Terms/Conditions of Employment	0	0	0	0	0	1
Time and Attendance	0	0	0	3	0	0
Training	0	0	0	1	0	0
Other (Verbal Remarks)	0	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 16 1st qtr
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year	11	4	6	9	10	8
Average number of days in investigation stage	133	181.75	132.5	190.3	196	176
Average number of days in final action stage	14	0	0	0	0	0
Complaint pending during fiscal year where hearing was requested	1	2	3	2	3	4

Average number of days in investigation stage	173	216	149	0	229	214
Average number of days in final action stage	14	0	219	342	200	229
Complaint pending during fiscal year where hearing was not requested	0	0	1	5	3	2
Average number of days in investigation stage	n/a	n/a	175	222	176	167
Average number of days in final action stage	n/a	n/a	104	0	230	81

Complaints Dismissed by Agency						FY 16 1st qtr
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	0	0	1	0	0	0
Average days pending prior to dismissal	0	0	132	0	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	0	0	1	0	0

Total Final Actions Finding Discrimination										
	2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis										
	2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	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
Non-EEO	0	0	0	0	0	0	0	0	0	0
Findings After Hearing										
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	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
Non-EEO	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing										
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	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
Non-EEO	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

Harassment		0	0	0	0	0	0	0	0	0	0
Non-Sexual		0	0	0	0	0	0	0	0	0	0
Sexual		0	0	0	0	0	0	0	0	0	0
Medical Examination		0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)		0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection		0	0	0	0	0	0	0	0	0	0
Reassignment		0	0	0	0	0	0	0	0	0	0
Denied		0	0	0	0	0	0	0	0	0	0
Directed		0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation		0	0	0	0	0	0	0	0	0	0
Reinstatement		0	0	0	0	0	0	0	0	0	0
Retirement		0	0	0	0	0	0	0	0	0	0
Termination		0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment		0	0	0	0	0	0	0	0	0	0
Time and Attendance		0	0	0	0	0	0	0	0	0	0
Training		0	0	0	0	0	0	0	0	0	0
Other		0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status						FY 16
	2011	2012	2013	2014	2015	1st qtr
Total complaints from previous Fiscal Years	3	1	2	2	4	8
Total Complainants	3	1	2	2	4	8
Number of previous complaints pending at close of quarter						
Investigation	0	0	0	0	0	1
Hearing	2	1	0	0	2	4
Final Action	0	0	1	1	0	1
Appeal with EEOC Office of Federal Operations	0	2	1	1	2	2

Complaint Investigations						FY 16
	2011	2012	2013	2014	2015	1st qtr
Pending Complaints Where Investigations Exceeds Required Time Frames	1	0	0	0	0	0