

HUD No FEAR Report

FY 2021

1st Quarter

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					Oct 2020 Thru 31-Dec
	2016	2017	2018	2019	2020	
Number of Complaints Filed	55	83	93	86	64	6
Number of Complainants	55	81	90	82	63	6
Repeat Filers	0	2	3	4	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					Oct 2020 Thru 31-Dec
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	27	37	50	49	32	5
Color	13	27	28	19	13	2
Religion	2	4	10	8	2	0
Reprisal	30	41	44	46	45	5
Sex	24	37	46	40	14	3
PDA	0	0	0	0	2	0
National Origin	5	23	17	16	5	0
Equal Pay Act	2	7	5	5	6	0
Age	20	30	31	33	18	1
Disability	23	30	38	45	33	4
Genetics	1	1	0	2	2	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data						
	Previous Fiscal Year Data					Oct 2020 Thru 31-Dec	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020		
Appointment/Hire	0	6	3	6	1	0	
Assignment of Duties	7	6	3	9	7	3	
Awards	0	2	1	3	2	1	
Conversion to Full Time/Perm Status	0	0	0	0	0	0	
Disciplinary Action							
Demotion	1	0	0	0	0	0	
Reprimand	3	2	3	3	6	0	
Suspension	0	3	3	2	5	0	
Removal	1	4	2	2	1	0	
Other	0	1	5	0	1	0	
Duty Hours	0	1	0	1	0	0	
Perf. Eval./ Appraisal	9	21	6	19	21	1	
Examination/Test	0	0	0	0	0	0	
Harassment							
Non-Sexual	24	45	51	56	37	2	
Sexual	2	1	3	1	0	0	
Medical Examination	0	0	0	0	0	0	
Pay including overtime	1	0	1	5	6	0	
Promotion/Non-Selection	19	10	17	14	19	4	
Reassignment							
Denied	0	2	4	0	7	0	
Directed	0	0	2	7	0	0	
Reasonable Accommodation Disability	10	15	18	19	16	3	
Reinstatement	1	0	0	0	0	0	
Religious Accommodation	0	0	1	1	0	0	
Retirement	0	0	2	0	1	0	
Sex-Stereotyping	0	0	1	1	0	0	
Telework	0	9	4	13	8	2	
Termination	3	2	5	2	1	0	
Terms/Conditions of Employment	15	10	14	15	2	3	
Time and Attendance	5	7	7	15	13	0	
Training	2	0	4	9	9	1	
Other							
User Defined - Other 1		0	0	0	0	0	1
User Defined - Other 2		0	0	0	0	0	0

User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					Oct 2020 Thru 31-Dec
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	386.6	418.9	278.2	300.1	242.22	176.5
Average number of days in final action	113.6	180.3	47.11	27.68	38.41	0.0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	378.9	323.4	286	324.7	279.70	0.0
Average number of days in final action	93.12	137.3	48.92	15.12	42.36	0.0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	401.3	518.7	210.3	256.5	204.75	0.0
Average number of days in final action	157.1	163.1	46.56	77.22	34.46	0.0
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					Oct 2020 Thru 31-Dec
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	5	13	18	8	8	0
Average days pending prior to dismissal	165.6	328.5	261.8	40.13	38.25	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	8	6	5	8	6	0

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										Oct 2020 Thru 31-Dec	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		2		2		2		0	
Without Hearing	0	0	1	100	1	50	0	0	0	0	0	0
With Hearing	3	100	0	0	1	50	2	100	2	100	0	0

	Previous Fiscal Year Data											Oct 2020 Thru 31- Dec	
	2016		2017		2018		2019		2020				
	#	%	#	%	#	%	#	%	#	%	#	%	
<i>Note: Complaints can be Filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>													
Total Number Findings	3		0		1		2		2		0		
Race	1	33	0	0	1	100	1	50	1	50	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	1	33	0	0	0	0	2	100	2	100	0	0	
Sex	0	0	0	0	0	0	1	50	0	0	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	2	67	0	0	0	0	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	
Findings After Hearing									2		0		
Race	1	33	0	0	1	100	1	50	1	50	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	1	33	0	0	0	0	2	100	2	100	0	0	
Sex	0	0	0	0	0	0	1	50	0	0	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	2	67	0	0	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	
Findings Without Hearing	0		0		0		0		0		0		
Race	0	0	0	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	

National Origin	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	
Total Number Findings	Previous Fiscal Year Data											Oct 2020 Thru 31- Dec	
	2016		2017		2018		2019		2020				
	#	%	#	%	#	%	#	%	#	%	#	%	
	0		0		1		2		2		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties	0	0	0	0	0	0	1	50	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full Time/Perm Status	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	0	0	0	0	1	50	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	
Perf. Eval./ 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	0	0	0	0	0	0	0	0	
Sexual	0	0	0	0	0	0	1	50	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	1	100	2	100	0	0	0	0	
Reassignment													
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 Disability	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	
Religious Accommodation	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	
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	
Telework	0	0	0	0	0	0	0	0	2	100	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	1	50	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 - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					Oct 2020 Thru 31-Dec
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	146	98	102	102	178	64
Total Complainants	138	96	100	98	176	64
Number complaints pending						
Investigation	20	2	2	1	21	14
ROI issued, pending Complainant's action	1	6	0	1	1	0
Hearing	97	84	98	92	86	64
Final Agency Action	24	4	3	6	31	4
Appeal with EEOC Office of Federal Operations	122	152	164	170	31	21
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					Oct 2020 Thru 31-Dec
	2016	2017	2018	2019	2020	
Pending Complaints Were Investigations Exceed Required Time Frames	27	7	1	0	0	0