

# HUD No FEAR Report

## FY 2021

### 2<sup>nd</sup> Quarter

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					Oct 2020 Thru 31-Mar
	2016	2017	2018	2019	2020	
Number of Complaints Filed	55	83	93	86	64	14
Number of Complainants	55	81	90	82	63	14
Repeat Filers	0	2	3	4	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					Oct 2020 Thru 31-Mar
	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	7
Color	13	27	28	19	13	4
Religion	2	4	10	8	2	0
Reprisal	30	41	44	46	45	8
Sex	24	37	46	40	14	7
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	2
Disability	23	30	38	45	33	5
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-Mar	
<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	
<b>Disciplinary Action</b>							
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	3	
Examination/Test	0	0	0	0	0	0	
<b>Harassment</b>							
Non-Sexual	24	45	51	56	37	6	
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	
<b>Reassignment</b>							
Denied	0	2	4	0	7	0	
Directed	0	0	2	7	0	0	
Reasonable Accommodation Disability	10	15	18	19	16	4	
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	1	
Termination	3	2	5	2	1	0	
Terms/Conditions of Employment	15	10	14	15	2	4	
Time and Attendance	5	7	7	15	13	0	
Training	2	0	4	9	9	2	
<b>Other</b>							
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

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>Oct 2020 Thru 31-Mar</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	386.6	418.9	278.2	300.1	242.22	128.71
Average number of days in final action	113.6	180.3	47.11	27.68	38.41	0.0
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	378.9	323.4	286	324.7	279.70	311.0
Average number of days in final action	93.12	137.3	48.92	15.12	42.36	0.0
<b>Complaint pending during fiscal year where hearing was not requested</b>						
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
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>Oct 2020 Thru 31-Mar</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
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
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	8	6	5	8	6	0

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>Oct 2020 Thru 31-Mar</b>	
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
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
<i>Note: Complaints can be</i>	<b>Previous Fiscal Year Data</b>										<b>Oct 2020 Thru 31-Mar</b>	
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>			

<i>Filed alleging multiple bases. The sum of the bases may</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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
<b>Findings After Hearing</b>									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
<b>Findings Without Hearing</b>	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
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	Previous Fiscal Year Data											Oct 2020 Thru 31- Mar	
	2016		2017		2018		2019		2020		#	%	
	#	%	#	%	#	%	#	%	#	%			
	Total Number Findings	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	







<b>Other - User Define</b>												
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

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>Oct 2020 Thru 31-Mar</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Total complaints from previous Fiscal Years	146	98	102	102	178	64
Total Complainants	138	96	100	98	176	64
<b>Number complaints pending</b>						
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	10
Appeal with EEOC Office of Federal Operations	122	152	164	170	31	22
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>Oct 2020 Thru 31-Mar</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	27	7	1	0	0	1