

**National Credit Union Administration**  
**FY 2020 NO FEAR Act Data**  
 4th Quarter - July 1, 2020 - September 30, 2020

Complaint Activity	2015	2016	2017	2018	2019	FY 20 4th qtr
Number of Complaints Filed	5	3	6	5	5	5
Number of Complainants	5	3	6	5	4	5
Repeat Filers in Fiscal Year	0	0	0	0	1	0

Complaints by Basis	2015	2016	2017	2018	2019	FY 20 4th qtr
Race	1	2	4	3	4	1
Color	1	1	1	3	2	0
Religion	0	0	0	0	0	0
Reprisal	2	1	2	2	3	3
Sex	2	1	3	1	3	3
National Origin	0	1	0	1	0	0
Equal Pay Act	0	0	1	0	0	0
Age	4	0	3	2	3	2
Disability	2	0	3	1	4	3
Genetic Information	0	0	0	0	0	1

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Complaints by Issue	2015	2016	2017	2018	2019	FY 20 4th qtr
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	2	1	1	0	2
Awards	0	1	0	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Demotion	0	0	0	0	1	0
Reprimand	0	0	0	0	1	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	1	1
Other	0	0	0	0	0	1
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	2	0	2	1	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	0	0	0	0	2	2
Sexual	0	1	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	1	0	0	0
Promotion/Non-Selection	3	1	4	1	2	2
<b>Reassignment</b>						
Denied	3	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	1	0	2	1	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Termination	1	0	1	0	0	0
Terms/Conditions of Employment	0	1	0	1	1	3
Time and Attendance	0	0	0	0	1	1
Training	0	0	0	0	1	0
Other (Verbal Remarks)	1	0	0	1	1	0

Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

Processing Time	2015	2016	2017	2018	2019	FY 20 4th qtr
Complaints pending during fiscal year	10	10	8	13	12	13
Average number of days in investigation stage	196	201	198	229	157	201
Average number of days in final action stage	0	0	0	90	0	69
Complaint pending during fiscal year where hearing was requested	3	6	4	8	9	9
Average number of days in investigation stage	229	206	245	261	238	228
Average number of days in final action stage	200	335	293	333	213	424
Complaint pending during fiscal year where hearing was not requested	3	1	1	2	0	1
Average number of days in investigation stage	176	178	166	179	0	180
Average number of days in final action stage	230	155	58	54	0	57

Complaints Dismissed by Agency	2015	2016	2017	2018	2019	FY 20 4th qtr
Total Complaints Dismissed by Agency	0	0	0	1	0	1
Average days pending prior to dismissal	0	0	0	90	0	69

**Complaints Withdrawn by Complainants**



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>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>FY 20 4th qtr</b>
Total complaints from previous Fiscal Years	4	5	7	7	5	4
Total Complainants	4	5	7	7	5	4

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

<b>Complaint Investigations</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>FY 20 4th qtr</b>
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	0	1	1	0