

**National Credit Union Administration**

**FY 2024 NO FEAR Act Data**

3rd Quarter: April 1, 2024 - June 30, 2024

<b>Complaint Activity</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q3</b>
Number of Complaints Filed	5	5	1	4	1	5
Number of Complainants	4	5	1	4	1	5
Repeat Filers in Fiscal Year	1	0	0	0	0	0

<b>Complaints by Basis</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q3</b>
Race	4	1	1	3	1	3
Color	2	0	0	1	0	0
Religion	0	0	0	0	0	1
Reprisal	3	3	0	1	0	3
Sex	3	3	1	2	0	2
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	1
Age	3	2	1	0	0	1
Disability	4	3	0	2	0	3
Genetic Information	0	1	0	0	0	0

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

<b>Complaints by Issue</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q3</b>
Appointment/Hire	0	0	0	1	0	0
Assignment of Duties	0	2	0	1	0	8
Awards	1	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
			0	0	0	0
Demotion	1	0	0	0	0	0
Reprimand	1	0	0	0	0	3
Removal	0	0	0	0	0	0
Suspension	1	1	0	1	0	1
Other	0	1	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	2	0	3	0	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	2	2	0	1	0	4
Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	0	1
Promotion/Non-Selection	2	2	1	2	1	0
<b>Reassignment</b>						
Denied	0	0	0	1	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	1	0	0	0	0	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	1
Terms/Conditions of Employment	1	3	0	4	0	10
Time and Attendance	1	1	0	1	0	1
Training	1	0	0	1	0	1
Other (Verbal Remarks)	1	0	0	0	0	5

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

<b>Processing Time</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q3</b>
Complaints pending during fiscal year	12	*12	5	4	3	7
Average number of days in investigation stage	157	*204	229	170	122	122
Average number of days in final action stage	0	69	0	0	0	57
Complaint pending during fiscal year where hearing was requested	9	9	5	3	2	2
Average number of days in investigation stage	238	228	229	186	158	166
Average number of days in final action stage	213	424	479	41	329	402
Complaint pending during fiscal year where hearing was not requested	0	1	1	1	0	0
Average number of days in investigation stage	0	180	202	176	0	0
Average number of days in final action stage	0	57	60	38	0	0

\*These numbers are corrections to last quarter's report.

<b>Complaints Dismissed by Agency</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q3</b>
Total Complaints Dismissed by Agency	0	1	0	0	0	1



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>Findings After Hearing</b>												
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>Findings Without Hearing</b>												
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	2019	2020	2021	2022	2023	2024 Q3
Total complaints from previous Fiscal Years	5	4	3	2	3*	2
Total Complainants	5	4	3	2	3*	2

\*Includes a reconsideration

Number of previous complaints pending at close of quarter	2019	2020	2021	2022	2023	2024 Q3
Investigation	0	0	0	0	0	0
Hearing	5	4	3	0	1	2**
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	2	2*	0

\*Includes a reconsideration. \*\* Includes a hearing dismissed w/o prejudice to allow the investigation of an amended claim.

Complaint Investigations	2019	2020	2021	2022	2023	2024 Q3

Pending Complaints Where Investigations Exceeds Required Time Frames	1	0	0	0	0	0
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