

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: HUD - Head Quarters (and below)

For 1st Quarter 2018 for period ending December 31, 2017

This report is based on the Complaint Against hierarchy.

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------------------------|
| | Previous Fiscal Year Data | | | | | 2018 Thru 31-Dec |
| | 2013 | 2014 | 2015 | 2016 | 2017 | |
| Number of Complaints Filed | 91 | 82 | 84 | 56 | 83 | 34 |
| Number of Complainants | 91 | 81 | 84 | 56 | 81 | 34 |
| Repeat Filers | 0 | 1 | 0 | 0 | 2 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2018 Thru 31-Dec |
| | 2013 | 2014 | 2015 | 2016 | 2017 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2013 | 2014 | 2015 | 2016 | 2017 | 31-Dec |
| Race | 47 | 40 | 47 | 27 | 37 | 17 |
| Color | 10 | 9 | 17 | 13 | 27 | 9 |
| Religion | 2 | 3 | 1 | 2 | 4 | 3 |
| Reprisal | 39 | 50 | 42 | 31 | 41 | 13 |
| Sex | 33 | 31 | 34 | 24 | 37 | 18 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 12 | 8 | 15 | 5 | 23 | 6 |
| Equal Pay Act | 0 | 0 | 1 | 2 | 7 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|---------------------------------|
| Age | 36 | 30 | 38 | 20 | 30 | 10 |
| Disability | 25 | 22 | 27 | 23 | 30 | 9 |
| Genetics | 0 | 0 | 0 | 1 | 1 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaints by Issue | Comparative Data | | | | | 2018 Thru 31-Dec |
| | Previous Fiscal Year Data | | | | | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2013 | 2014 | 2015 | 2016 | 2017 | |
| Appointment/Hire | 5 | 7 | 6 | 0 | 6 | 0 |
| Assignment of Duties | 18 | 15 | 6 | 7 | 6 | 2 |
| Awards | 1 | 0 | 0 | 0 | 2 | 0 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 1 | 1 | 1 | 0 | 0 |
| Reprimand | 3 | 1 | 4 | 3 | 2 | 1 |
| Suspension | 0 | 2 | 1 | 0 | 3 | 0 |
| Removal | 0 | 0 | 1 | 1 | 4 | 0 |
| Other | 6 | 3 | 0 | 0 | 1 | 2 |
| Duty Hours | 0 | 0 | 0 | 0 | 1 | 0 |
| Perf. Eval./ Appraisal | 16 | 12 | 9 | 9 | 21 | 3 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 28 | 42 | 35 | 24 | 45 | 16 |
| Sexual | 5 | 2 | 2 | 2 | 1 | 1 |
| Medical Examination | 1 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 1 | 1 | 1 | 0 | 0 |
| Promotion/Non-Selection | 17 | 5 | 27 | 20 | 10 | 9 |
| Reassignment | | | | | | |
| Denied | 9 | 2 | 2 | 0 | 2 | 3 |
| Directed | 2 | 1 | 4 | 0 | 0 | 1 |
| Reasonable Accommodation Disability | 7 | 9 | 12 | 10 | 15 | 5 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|---------------------------------|
| Reinstatement | 0 | 0 | 0 | 1 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 1 | 1 | 2 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 2 | 6 | 1 | 9 | 1 |
| Termination | 1 | 1 | 0 | 3 | 2 | 4 |
| Terms/Conditions of Employment | 22 | 22 | 11 | 15 | 10 | 5 |
| Time and Attendance | 2 | 2 | 7 | 5 | 7 | 1 |
| Training | 3 | 0 | 3 | 2 | 0 | 1 |
| Other | | | | | | |
| User Defined - Other 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 | | | | | 2018 Thru 31-Dec |
| | 2013 | 2014 | 2015 | 2016 | 2017 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 276.4 | 319.3 | 297.3 | 393.2 | 418.9 | 258.12 |
| Average number of days in final action | 66.09 | 138.3 | 133.9 | 123.7 | 180.3 | 77.93 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 281.3 | 319 | 314 | 378.9 | 323.4 | 251.17 |
| Average number of days in final action | 13.88 | 133.6 | 73.9 | 93.12 | 137.3 | 129.5 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 269.7 | 313.4 | 271.5 | 401.3 | 518.7 | 279 |
| Average number of days in final action | 196.6 | 175.3 | 157.1 | 175.4 | 163.1 | 44 |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|---------------------------------|
| | Previous Fiscal Year Data | | | | | 2018 Thru 31-Dec |
| | 2013 | 2014 | 2015 | 2016 | 2017 | |
| Total complaints from previous Fiscal Years | 88 | 102 | 124 | 133 | 97 | 140 |
| Total Complainants | 86 | 101 | 123 | 125 | 95 | 134 |
| Number complaints pending | | | | | | |
| Investigation | 3 | 9 | 22 | 20 | 2 | 28 |
| ROI issued, pending Complainant's action | 5 | 3 | 1 | 1 | 6 | 2 |
| Hearing | 67 | 77 | 83 | 84 | 83 | 107 |
| Final Agency Action | 14 | 13 | 19 | 24 | 5 | 6 |
| Appeal with EEOC Office of Federal Operations | 87 | 98 | 101 | 113 | 125 | 131 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2018 Thru 31-Dec |
| | 2013 | 2014 | 2015 | 2016 | 2017 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 15 | 31 | 34 | 28 | 7 | 10 |

