

No FEAR Act

No FEAR Act Notice

The Notification and Federal Employee Anti-discrimination and Retaliation Act (No FEAR Act) of 2002 increases federal agency accountability for acts of discrimination or reprisal against employees.

The No FEAR Act requires agencies to post on their public web sites statistical data relating to equal employment opportunity complaints filed against the respective agencies.

The Federal Reserve Board's public web site contains statistical data in accordance with the No FEAR Act.

Information updated as 4th Quarter 2019 for period ending September 30, 2019

Complaint activity

Complaints by basis

Complaints by issue

Processing time

Complaints dismissed by agency

Complaints dismissed by complainants

Total final actions finding of discrimination

Finding of discrimination rendered by basis

Finding of discrimination rendered by issue

Pending complaints filed in previous fiscal years by status

Complaint investigations

Complaint activity	Comparative data					Fiscal Year 2019 thru 09/30
	2014	2015	2016	2017	2018	
Number of complaints filed	10	4	7	6	4	7
Number of complainants	10	4	7	6	4	7
Repeat filers	0	0	0	0	0	0

Complaints by basis	Comparative data					Fiscal Year 2019
	2014	2015	2016	2017	2018	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed						
Race	15	3	5	3	2	4
Color	5	1	1	0	1	0
Religion	3	1	0	1	0	0
Reprisal	9	4	6	3	1	7
Sex	12	2	5	3	1	3
National origin	3	3	1	2	1	1
Equal Pay Act	3	0	0	0	0	0
Age	10	1	3	2	2	5
Disability	5	0	2	3	0	1
Non EEO	0	0	0	0	0	0

Complaints by issue	Comparative data					Fiscal Year 2019
	2014	2015	2016	2017	2018	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed						
Appointment/hire	1	0	0	0	0	0
Assignment of duties	4	4	1	0	0	0
Awards	0	0	0	0	0	0
Conversion to full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	1	1	0	0	0

Removal	1	3	0	0	0	0
Suspension	0	0	0	0	0	0
Other	1	0	0	0	0	0
Duty hours	0	1	0	0	0	0
Evaluation appraisal	3	5	2	3	1	4
Examination/test	0	0	0	0	0	0
Harassment						
Nonsexual	10	13	6	2	2	3
Sexual	1	0	1	0	0	0
Medical examination	0	0	0	0	0	0
Pay (including overtime)	3	3	0	1	0	0
Promotion/nonselection	10	10	4	1	3	0
Reassignment						
Denied	0	0	0	1	0	0
Directed	0	0	0	0	0	0
Reasonable accommodation	3	2	4	0	0	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	0	0	1	0	1
Terms/conditions of employment	9	5	6	1	0	1
Time and attendance	0	0	0	0	0	0
Training	0	1	1	0	0	0
Other	1	2	2	0	0	0

Processing time	Comparative data					Fiscal Year 2019
	Previous fiscal year data					
	2014	2015	2016	2017	2018	thru 09/30
Complaints pending during fiscal year						
Average number of days in investigation stage	148	189	181	209	184	253
Average number of days in final action stage	53	27	20	52	30	20
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	151	211	194	222	208	248
Average number of days in final action stage	27	0	26	34	23	20
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	220	55	159	133	108	0
Average number of days in final action stage	24	53	47	59	60	0

Complaints dismissed by agency	Comparative data					Fiscal Year 2019
	Previous fiscal year data					
	2014	2015	2016	2017	2018	thru 09/30
Total complaints dismissed by agency	1	0	0	0	0	0
Average days pending prior to dismissal	27	0	0	0	0	0
Complaints withdrawn by complainants						
Total complaints withdrawn by complainants	0	1	1	5	3	2

Total final actions finding discrimination	Comparative data					
	Previous fiscal year data					
	2017		2018		2019	
Total number findings	#	%	#	%	#	%
Without hearing	0	0	0	0	0	0
With hearing	0	0	0	0	0	0

Findings of discrimination rendered by basis	Comparative data					
	Previous fiscal year data					
	2017		2018		2019	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings	#	%	#	%	#	%
Total number findings	0	0	0	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0
Findings after hearing	0	0	0	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0
Findings without hearing	0	0	0	0	0	0

Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0

Findings of discrimination rendered by issue	Comparative data					
	Previous fiscal year data					
	2017		2018		2019	
	#	%	#	%	#	%
Total number findings	0		0		0	
Appointment/hire	0	0	0	0	0	0
Assignment of duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to full-time	0	0	0	0	0	0
Disciplinary action	0	0	0	0	0	0
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty hours	0	0	0	0	0	0
Evaluation appraisal	0	0	0	0	0	0
Examination/test	0	0	0	0	0	0
Harassment	0	0	0	0	0	0
Nonsexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical examination	0	0	0	0	0	0
Pay (including overtime)	0	0	0	0	0	0
Promotion/nonselection	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/conditions of employment	0	0	0	0	0	0
Time and attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0
Findings after hearing						
Appointment/hire	0	0	0	0	0	0
Assignment of duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to full-time	0	0	0	0	0	0
Disciplinary action	0	0	0	0	0	0
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty hours	0	0	0	0	0	0
Evaluation appraisal	0	0	0	0	0	0
Examination/test	0	0	0	0	0	0

Harassment	0	0	0	0	0	0
Nonsexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical examination	0	0	0	0	0	0
Pay (including overtime)	0	0	0	0	0	0
Promotion/nonselection	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/conditions of employment	0	0	0	0	0	0
Time and attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

Findings without hearing	0	0	0	0	0	0
Appointment/hire	0	0	0	0	0	0
Assignment of duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to full-time	0	0	0	0	0	0
Disciplinary action	0	0	0	0	0	0
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty hours	0	0	0	0	0	0
Evaluation appraisal	0	0	0	0	0	0
Examination/test	0	0	0	0	0	0
Harassment	0	0	0	0	0	0
Nonsexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical examination	0	0	0	0	0	0
Pay (including overtime)	0	0	0	0	0	0
Promotion/nonselection	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/conditions of employment	0	0	0	0	0	0
Time and attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

Pending complaints filed in previous fiscal years by status	Comparative data					Fiscal Year 2019 thru 09/30
	2014	2015	2016	2017	2018	
Total complaints from previous fiscal years	10	14	20	19	11	16
Number complaints pending						
Investigation	0	3	3	1	2	7
ROI issued, pending Complainant's action	0	0	1	0	0	1
Hearing	4	8	10	9	3	4
Final action	0	0	1	3	0	0
Appeal with EEOC Office of Federal Operations	1	2	2	2	4	2
Class Certification with EEOC Office of Federal Operations	0	0	0	0	0	0
District Court	2	2	4	4	2	2

Complaint investigations	Comparative data					Fiscal Year 2019 thru 09/30
	2014	2015	2016	2017	2018	
Pending complaints where investigations exceed required time frames	0	0	0	1	1	2

For further information, please contact the Diversity and Inclusion Programs Director.

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