

## 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 2nd Quarter 2019 for period ending March 31, 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 Previous fiscal year data					Fiscal Year 2019
	2014	2015	2016	2017	2018	thru 03/31
Number of complaints filed	10	4	7	6	4	0
Number of complainants	10	4	7	6	4	0
Repeat filers	0	0	0	0	0	0

Complaints by basis	Comparative data Previous fiscal year data					Fiscal Year 2019
	2014	2015	2016	2017	2018	thru 03/31
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed</b>						
Race	15	3	5	3	2	0
Color	5	1	1	0	1	0
Religion	3	1	0	1	0	0
Reprisal	9	4	6	3	1	0
Sex	12	2	5	3	1	0
National origin	3	3	1	2	1	0
Equal Pay Act	3	0	0	0	0	0
Age	10	1	3	2	2	0
Disability	5	0	2	3	0	0
Non EEO	0	0	0	0	0	0

Complaints by issue	Comparative data Previous fiscal year data					Fiscal Year 2019
	2014	2015	2016	2017	2018	thru 03/31
<b>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed</b>						
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
0						
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	0
Examination/test	0	0	0	0	0	0
Harassment						
Nonsexual	10	13	6	2	2	0
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	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	0	0	1	0	0
Terms/conditions of employment	9	5	6	1	0	0
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 Previous fiscal year data					Fiscal Year 2019
	2014	2015	2016	2017	2018	thru 03/31
Complaints pending during fiscal year						
Average number of days in investigation stage	148	189	181	209	184	187
Average number of days in final action stage	53	27	20	52	30	35
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	151	211	194	222	208	253
Average number of days in final action stage	27	0	26	34	23	24
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	220	55	159	133	108	109
Average number of days in final action stage	24	53	47	59	60	58

Complaints dismissed by agency	Comparative data Previous fiscal year data					Fiscal Year 2019
	2014	2015	2016	2017	2018	thru 03/31
Total complaints dismissed by agency	1	0	0	0	0	0
Average days pending prior to dismissal	27	0	0	0	0	0
<b>Complaints withdrawn by complainants</b>						
Total complaints withdrawn by complainants	0	1	1	5	3	0

Total final actions finding discrimination	Comparative data Previous fiscal year data					
	2016		2017		2018	
	#	%	#	%	#	%
Total number findings	0		0		0	
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					
	2016		2017		2018	
	#	%	#	%	#	%
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings</b>						
<b>Total number findings</b>	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
<b>Findings after hearing</b>						
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
<b>Findings without hearing</b>						
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					
	2016		2017		2018	
	#	%	#	%	#	%
<b>Total number findings</b>	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
<b>Findings after hearing</b>						
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
<b>Findings without hearing</b>						
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 Previous fiscal year data					Fiscal Year 2019
	2014	2015	2016	2017	2018	thru 03/31
Total complaints from previous fiscal years	10	14	20	19	11	12
<b>Number complaints pending</b>						
Investigation	0	3	3	1	2	3
ROI issued, pending Complainant's action	0	0	1	0	0	0
Hearing	4	8	10	9	3	2
Final action	0	0	1	3	0	0
Appeal with EEOC Office of Federal Operations	1	2	2	2	4	4
Class Certification with EEOC Office of Federal Operations	0	0	0	0	0	1
District Court	2	2	4	4	2	2

Complaint investigations	Comparative data Previous fiscal year data					Fiscal Year 2019
	2014	2015	2016	2017	2018	thru 03/31
Pending complaints where investigations exceed required time frames	8	6	6	1	1	0

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