

Equal Employment Opportunity Data (No FEAR Act Data)

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. No. 107-174, for the Consumer Financial Protection Bureau (CFPB).

For the period ending September 30, 2017 (FY 2017 Q4).

- Mixed-case complaints are included in this report.
- Calculations begin day after triggering event but include the last day of event per 29 C.F.R. § 1614.604.

1. Complaint activity

TABLE 1: COMPLAINT ACTIVITY

Complaint Activity	2012	2013	2014	2015	2016	2017 thru Q4
Number of complaints filed	11	9	25	22	19*	5
Number of complainants	11	9	24	19	18	5
Repeat filers	0	0	1	3	1	0

* Three of these complaints were putative class complaints filed in a previous fiscal year. In FY 2016, an EEOC Administrative Judge (AJ) denied class certification in all three matters, requiring the matters to be processed currently as individual complaints. See 29 C.F.R. § 1614.204(d)(7). Total new formal complaints filed in FY 2016 thus equal 16.

1.1 Complaints by basis

TABLE 2: COMPLAINTS BY BASIS*

Complaints by Basis	2012	2013	2014	2015	2016	2017 thru Q4
Race	3	4	17	14	8	2
Color	2	0	5	10	6	1

Complaints by Basis	2012	2013	2014	2015	2016	2017 thru Q4
Religion	2	2	1	2	0	0
Reprisal	3	4	16	16	13	3
Sex	3	4	10	13	10	2
Pregnancy (PDA)	0	0	0	0	2	0
National Origin	4	1	8	5	2	1
Equal Pay (EPA)	0	1	0	2	5	0
Age	9	4	9	7	4	4
Disability	2	2	3	10	4	0
Genetic Information	0	0	0	0	0	0
Non-EEO	1	1	2	0	2	1

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

1.2 Complaints by issue

TABLE 3: COMPLAINTS BY ISSUE

Complaints by Issue	2012	2013	2014	2015	2016	2017 thru Q4
Appointment/Hire	0	2	3	1	1	2
Assignment of Duties	2	3	8	5	6	1
Awards	0	0	0	0	0	0
Conversion to Full Time/Permanent Status	0	0	0	3	2	0
Duty Hours	0	0	1	0	0	0
Performance Evaluation/Appraisal	0	2	13	7	7	0
Examination/Test	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	4	5	7	0
Promotion/Non-Selection	8	0	10	6	11	2
Reasonable Accommodation – Disability	0	0	0	2	3	0
Reinstatement	0	0	0	0	0	0
Reasonable Accommodation – Religion	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	1	1	2	0	1	0

Terms/Conditions of Employment	2	2	3	13	8	1
Time and Attendance	0	1	4	2	3	0
Training	0	0	6	8	3	0
Other	0	0	2	1	0	0

TABLE 4: COMPLAINTS INVOLVING DISCIPLINARY ACTION

Type of Disciplinary Action	2012	2013	2014	2015	2016	2017 thru Q4
Demotion	0	1	0	0	1	0
Reprimand	0	0	9	2	1	1
Suspension	0	0	0	0	0	0
Removal	0	1	1	0	0	0
Other	0	1	0	0	0	0

TABLE 5: COMPLAINTS INVOLVING HARASSMENT

Type of Harassment	2012	2013	2014	2015	2016	2017 thru Q4
Non-Sexual	0	2	15	9	4	0
Sexual	0	0	0	1	0	0

TABLE 6: COMPLAINTS INVOLVING REASSIGNMENT

Type of Reassignment	2012	2013	2014	2015	2016	2017 thru Q4
Denied	0	0	1	1	0	0
Directed	0	0	1	1	1	0

2. Complaint processing times

TABLE 7: PROCESSING TIMES FOR COMPLAINTS PENDING (FOR ANY LENGTH OF TIME) DURING FISCAL YEAR

Type of Processing Time	2012	2013	2014	2015	2016	2017 thru Q4
Average number of days in investigation	209.00	176.00	230.00	247.00	270.05	238.20
Average number of days in final action	58.00	26.00	17.00	119.00	91.83	60.50

TABLE 8: PROCESSING TIMES FOR COMPLAINTS PENDING (FOR ANY LENGTH OF TIME) DURING FISCAL YEAR WHERE HEARING WAS REQUESTED

Type of Processing time	2012	2013	2014	2015	2016	2017 thru Q4
Average number of days in investigation	0.00	288.00	278.00	183.00	242.83	240.83
Average number of days in final action	0.00	131.00	178.00	219.00	0.00	35.67

TABLE 9: COMPLAINTS PENDING (FOR ANY LENGTH OF TIME) DURING FISCAL YEAR WHERE HEARING WAS NOT REQUESTED

Type of Processing Time	2012	2013	2014	2015	2016	2017 thru Q4
Average number of days in investigation	209.00	176.00	214.00	293.00	316.71	243.33
Average number of days in final action	58.00	58.00	90.00	52.00	91.83	85.33

3. Complaint dismissals and withdrawals

TABLE 10: COMPLAINTS DISMISSED BY AGENCY

Agency Dismissal Information	2012	2013	2014	2015	2016	2017 thru Q4
Total complaints dismissed by agency	0	1	2	2	1	1
Average days pending prior to dismissal	0.00	27.00	293.00	26.00	34.00	21.00

TABLE 11: COMPLAINTS WITHDRAWN BY COMPLAINANTS

Complaints Withdrawn	2012	2013	2014	2015	2016	2017 thru Q4
Total complaints withdrawn by complainants	1	1	0	1	2	3

4. Findings of discrimination

TABLE 12: TOTAL FINAL AGENCY ACTIONS FINDING DISCRIMINATION

Type of Findings	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
Total findings	0	0	0	0	0	0	0	0	0	0	0	0
Without hearing	0	0	0	0	0	0	0	0	1	100	0	0
With hearing	0	0	0	0	0	0	0	0	0	0	0	0

4.1 Findings by basis*

TABLE 13: TOTAL FINDINGS OF DISCRIMINATION RENDERED BY BASIS

Basis	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
Total findings	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0

Sex	0	0	0	0	0	0	0	0	0	0	0	0
Pregnancy (PDA)	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay (EPA)	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	100	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

TABLE 14: FINDINGS OF DISCRIMINATION RENDERED AFTER HEARING BY BASIS

Basis	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
Total findings	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
Pregnancy (PDA)	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay (EPA)	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO 0 0 0 0 0 0 0 0 0 0 0 0 0

TABLE 15: FINDINGS OF DISCRIMINATION RENDERED WITHOUT HEARING BY BASIS

Basis	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
Total findings	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
Pregnancy (PDA)	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay (EPA)	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	100	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

* Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

4.2 Findings by issue

TABLE 16: TOTAL FINDINGS OF DISCRIMINATION RENDERED BY ISSUE

Issue	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
Total findings	0	0	0	0	0	0	0	0	1	100	0	0
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	1	100	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Permanent Status	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
Performance Evaluation/Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	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
Reasonable Accommodation – Disability	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation – Religion	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
Sex Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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

TABLE 17: FINDINGS OF DISCRIMINATION RENDERED BY ISSUE – DISCIPLINARY ACTION

Type of Disciplinary Action	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
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

TABLE 18: FINDINGS OF DISCRIMINATION RENDERED BY ISSUE – HARRASSMENT

Type of Harassment	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
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

TABLE 19: FINDINGS OF DISCRIMINATION RENDERED BY ISSUE – REASSIGNMENT

Type of Reassignment	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
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

TABLE 20: FINDINGS OF DISCRIMINATION RENDERED AFTER HEARING BY ISSUE

Issue	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
Total findings after hearing	0	0	0	0	0	0	0	0	0	0	0	0
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/Permanent Status	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
Performance 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
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
Reasonable Accommodation – Disability	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
Reasonable Accommodation – Religion	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
Sex Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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

TABLE 21: FINDINGS OF DISCRIMINATION RENDERED AFTER HEARING BY ISSUE – DISCIPLINARY ACTION

Type of Disciplinary Action	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
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

TABLE 22: FINDINGS OF DISCRIMINATION RENDERED AFTER HEARING BY ISSUE – HARASSMENT

Type of Harassment	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
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

TABLE 23: FINDINGS OF DISCRIMINATION RENDERED AFTER HEARING BY ISSUE – REASSIGNMENT

Type of Reassignment	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
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

TABLE 24: FINDINGS OF DISCRIMINATION RENDERED WITHOUT HEARING BY ISSUE

Type of Issue	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
Total findings without hearing	0	0	0	0	0	0	0	0	1	100	0	0
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	1	100	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Permanent Status	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
Performance Evaluation/Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	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
Reasonable Accommodation – Disability	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation – Religion	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
Sex Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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

TABLE 25: FINDINGS OF DISCRIMINATION RENDERED WITHOUT HEARING BY ISSUE – DISCIPLINARY ACTION

Type of Discipline	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
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

TABLE 26: FINDINGS OF DISCRIMINATION RENDERED WITHOUT HEARING BY ISSUE – HARASSMENT

Type of Harassment	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
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

TABLE 27: FINDINGS OF DISCRIMINATION RENDERED WITHOUT HEARING BY ISSUE – REASSIGNMENT

Type of Reassignment	2012		2013		2014		2015		2016		2017 thru Q4	
	#	%	#	%	#	%	#	%	#	%	#	%
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

5. Pending complaints

TABLE 28: PENDING COMPLAINTS FILED IN PREVIOUS FISCAL YEARS BY STATUS

Pending Complaints and Complainants	2012	2013	2014	2015	2016	2017 thru Q4
Total complaints from previous fiscal years	4	3	20	32	21	16
Total complainants	4	3	20	25	17	12

TABLE 29: PENDING COMPLAINTS BY STATUS

Where in EEO Process Complaints Are Pending	2012	2013	2014	2015	2016	2017 thru Q4
Investigation	0	2	19	8	0	0
ROI issued, pending complainant's action	0	1	1	2	0	0
Hearing	0	0	0	12	18	12
Final Agency Action	0	0	0	6	2	1
Appeal with EEOC Office of Federal Operations	0	0	0	4	6	9

6. Investigation timeframes

TABLE 30: INVESTIGATIONS THAT EXCEED TIME FRAMES

Investigations	2012	2013	2014	2015	2016	2017 thru Q4
Pending complaints where investigations exceed required time frames	0	0	0	2	0	0