

NO FEAR ACT – EEO COMPLAINT DATA

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No Fear Act) was signed into law by President Bush on May 15, 2002. The Act seeks to increase accountability for violations of Federal antidiscrimination and whistleblower protection laws.

Title III of the Act requires that each Federal agency make quarterly postings to its public Website statistical data on the disposition of discrimination complaints filed with the agency. It requires that Federal agencies post year-to-date statistical data for the then current fiscal year (October 1 through September 30) and year end data for the five previous fiscal years.

Title III requires that the Equal Employment Opportunity Commission (EEOC) issue rules concerning the "time, form and manner" for agency posting of required statistical data. On January 26, 2004, the EEOC published in the Federal Register an Interim Final Rule adding Subpart G to the Federal sector EEO regulations located at 29 Code of Federal Regulations, Part 1614. The statistical information presented in this document meets the requirements of the No Fear Act, as defined by the EEOC under Subpart G of Part 1614. The data will be updated within 30 days after the end of each fiscal quarter.

The statistical data presented consists of the following information:

- I. Summary of Complaints Filed in Each Fiscal Year
- II. Summary of Complaints Pending in Each Fiscal Year
- III. Summary of Investigations Completed
- IV. Summary of Complaints Dismissed
- V. Final Actions Issued by NCUA Involving a Finding of Discrimination
 - A. Final Actions Issued Without an EEOC Hearing
 - B. Final Actions Issued After an EEOC Hearing
- VI. Average Time Taken to Complete Investigations and Final Actions

For additional information on the No Fear Act, please contact the National Credit Union Administration's Director of Equal Opportunity Programs, Marilyn G. Gannon:

Office of Equal Opportunity Programs
National Credit Union Administration
1775 Duke Street
Alexandria, Virginia 22314-3428

The statistical data presented was last updated on April 29, 2004.

NATIONAL CREDIT UNION ADMINISTRATION

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NO FEAR ACT - EEO COMPLAINT DATA										
DESCRIPTION					FY-2004 Qtrs. 1 & 2	FY-2003	FY-2002	FY-2001	FY-2000	FY-1999
I. SUMMARY OF COMPLAINTS FILED IN EACH FISCAL YEAR										
					FY-2004 Qtrs. 1 & 2	FY-2003	FY-2002	FY-2001	FY-2000	FY-1999
Number of Complaints Filed					3	5	1	8	7	12
Number of Individuals Filing Complaints					3	5	1	8	7	11
Number of Individuals Filing Two or More Complaints					0	0	0	0	0	1
Number of Complaints Filed Identified By Basis										
<i>1. Race:</i>					2	1	0	4	2	2
<i>a. American Indian/Alaskan Native</i>					0	0	0	0	0	0
<i>b. Asian American/Pacific Islander</i>					1	0	0	0	1	1
<i>c. Black</i>					0	1	0	3	1	1
<i>d. White</i>					1	0	0	1	0	0
<i>2. Color</i>					1	0	1	0	1	0
<i>3. Religion</i>					1	0	0	1	0	0
<i>4. Reprisal</i>					2	3	1	4	3	1
<i>5. Sex</i>					1	0	0	3	3	4
<i>a. Male</i>					1	0	0	2	2	1
<i>b. Female</i>					0	0	0	1	1	3
<i>6. National Origin</i>					0	0	0	0	1	1
<i>a. Hispanic</i>					0	0	0	0	0	0
<i>b. Other</i>					0	0	0	0	1	0
<i>7. Age</i>					2	1	1	7	5	0
<i>8. Disability</i>					0	1	0	4	1	2
<i>a. Mental</i>					0	0	0	0	0	0
<i>b. Physical</i>					0	1	0	4	1	2
<i>9. Equal Pay Act</i>					0	1	0	0	0	0
<i>a. Male</i>					0	0	0	0	0	0
<i>b. Female</i>					0	1	0	0	0	0
<i>10. Non-EEO Basis</i>					0	0	0	0	0	0
Complaints Filed Identified By Issue:										
<i>1. Appointment/Hire</i>					0	0	0	0	0	0
<i>2. Assignment of Duties</i>					0	0	1	0	0	1
<i>3. Awards</i>					0	0	0	0	0	0
<i>4. Conversion to Full Time</i>					0	0	0	0	0	0
<i>5. Disciplinary Action</i>					1	0	0	0	0	0
<i>a. Demotion</i>					0	0	0	0	0	0
<i>b. Reprimand</i>					1	0	0	0	0	0
<i>c. Suspension</i>					0	0	0	0	0	0
<i>d. Removal</i>					0	0	1	0	0	0
<i>e. Other</i>					0	0	0	0	0	0
<i>6. Duty Hours</i>					0	0	0	0	0	0

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7. Evaluation/Appraisal					1	1	0	0	2	2
8. Examination/Test					0	0	0	0	0	0
9. Harassment					1	0	0	1	1	3
a. Non-Sexual					1	0	0	1	1	2
b. Sexual					0	0	0	0	0	1
10. Medical Examination					0	0	0	0	0	0
11. Pay (Including Overtime)					0	2	1	0	1	1
12. Promotion/Non-Selection					1	0	0	4	1	3
13. Reassignment					2	2	0	0	0	1
a. Denied					1	1	0	0	0	1
b. Directed					1	1	0	0	1	0
14. Reasonable Accommodation					0	0	0	2	0	1
15. Reinstatement					0	0	0	0	0	0
16. Retirement					0	0	0	0	0	0
17. Termination					0	1	0	2	2	3
18. Terms/Conditions of Employment					1	0	0	1	0	3
19. Time and Attendance					0	0	0	0	2	0
20. Training					0	0	0	0	0	0
21. Other					0	0	0	0	0	0

II. SUMMARY OF COMPLAINTS PENDING IN EACH FISCAL YEAR

					FY-2004 Qtrs. 1 & 2	FY-2003	FY-2002	FY-2001	FY-2000	FY-1999
Total Number of Complaints Pending Each Fiscal Year					15	17	17	23	21	26
Number Filed Before the Start of the Fiscal Year					12	12	16	15	14	14
Number of Individuals Filing Complaints Before Start of Fiscal Year					10	10	13	13	13	13
Number of Complaints Filed in Prior Years Pending at Each Stage:										
1. Investigation					1	1	1	4	4	11
2. Hearing					9	8	10	7	7	1
3. Final Action					2	3	5	4	3	2
4. Appeal					0	0	0	0	0	0

III. SUMMARY OF INVESTIGATIONS COMPLETED

					FY-2004 Qtrs. 1 & 2	FY-2003	FY-2002	FY-2001	FY-2000	FY-1999
Total Number of Complaints Pending During the Year					15	17	17	23	21	26
Number of Investigations Not completed Within Time Limits					0	1	0	1	0	4

IV. SUMMARY OF COMPLAINTS DISMISSED

					FY-2004 Qtrs. 1 & 2	FY-2003	FY-2002	FY-2001	FY-2000	FY-1999
Number of Complaints Dismissed					0	1	1	1	0	1

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a. Non-Sexual				0	0	0	0	0	0
b. Sexual				0	0	0	0	0	0
10. Medical Examination				0	0	0	0	0	0
11. Pay (Including Overtime)				0	0	0	0	0	0
12. Promotion/Non-Selection				0	0	0	0	0	0
13. Reassignment				0	0	0	0	0	0
a. Denied				0	0	0	0	0	0
b. Directed				0	0	0	0	0	0
14. Reasonable Accommodation				0	0	0	0	0	0
15. Reinstatement				0	0	0	0	0	0
16. Retirement				0	0	0	0	0	1/100%
17. Termination				0	0	0	0	0	0
18. Terms/Conditions of Employment				0	0	0	0	0	0
19. Time and Attendance				0	0	0	0	0	0
20. Training				0	0	0	0	0	0
21. Other				0	0	0	0	0	0
18. Terms/Conditions of Employment				0	0	0	0	0	0
19. Time and Attendance				0	0	0	0	0	0
20. Training				0	0	0	0	0	0
21. Other									

A. FINAL ACTIONS ISSUED WITHOUT AN EEOC HEARING

				FY-2004 Qtrs. 1 & 2	FY-2003	FY-2002	FY-2001	FY-2000	FY-1999
Number and Percentage Issued Without a Hearing				0	0	0	0	0	0
Number and Percentage Issued Without a Hearing - By Basis:									
1. Race				0	0	0	0	0	0
a. American Indian/Alaskan Native				0	0	0	0	0	0
b. Asian American/Pacific Islander				0	0	0	0	0	0
c. Black				0	0	0	0	0	0
d. White				0	0	0	0	0	0
2. Color				0	0	0	0	0	0
3. Religion				0	0	0	0	0	0
4. Reprisal				0	0	0	0	0	0
5. Sex				0	0	0	0	0	0
a. Male				0	0	0	0	0	0
b. Female				0	0	0	0	0	0
6. National Origin				0	0	0	0	0	0
a. Hispanic				0	0	0	0	0	0
b. Other				0	0	0	0	0	0
7. Age				0	0	0	0	0	0
8. Disability				0	0	0	0	0	0
a. Mental				0	0	0	0	0	0
b. Physical				0	0	0	0	0	0
9. Equal Pay Act				0	0	0	0	0	0

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a. Male					0	0	0	0	0	0
b. Female					0	0	0	0	0	0
10. Non-EEO Basis					0	0	0	0	0	0
Number and Percentage Issued Without a Hearing - By Issue:										
1. Appointment/Hire					0	0	0	0	0	0
2. Assignment of Duties					0	0	0	0	0	0
3. Awards					0	0	0	0	0	0
4. Conversion to Full Time					0	0	0	0	0	0
5. Disciplinary Action					0	0	0	0	0	0
a. Demotion					0	0	0	0	0	0
b. Reprimand					0	0	0	0	0	0
c. Suspension					0	0	0	0	0	0
d. Removal					0	0	0	0	0	0
e. Other					0	0	0	0	0	0
6. Duty Hours					0	0	0	0	0	0
7. Evaluation/Appraisal					0	0	0	0	0	0
8. Examination/Test					0	0	0	0	0	0
9. Harassment					0	0	0	0	0	0
a. Non-Sexual					0	0	0	0	0	0
b. Sexual					0	0	0	0	0	0
10. Medical Examination					0	0	0	0	0	0
11. Pay (Including Overtime)					0	0	0	0	0	0
12. Promotion/Non-Selection					0	0	0	0	0	0
13. Reassignment					0	0	0	0	0	0
a. Denied					0	0	0	0	0	0
b. Directed					0	0	0	0	0	0
14. Reasonable Accommodation					0	0	0	0	0	0
15. Reinstatement					0	0	0	0	0	0
16. Retirement					0	0	0	0	0	0
17. Termination					0	0	0	0	0	0
18. Terms/Conditions of Employment					0	0	0	0	0	0
19. Time and Attendance					0	0	0	0	0	0
20. Training					0	0	0	0	0	0
21. Other					0	0	0	0	0	0
B. FINAL ACTIONS ISSUED AFTER AN EEOC HEARING										
					FY-2004					
					Qtrs. 1 & 2	FY-2003	FY-2002	FY-2001	FY-2000	FY-1999
Number and Percentage Issued After an EEOC Hearing					0	0	0	0	0	0
Number and Percentage Issued After an EEOC Hearing - By Basis:										
1. Race					0	0	0	0	0	0
a. American Indian/Alaskan Native					0	0	0	0	0	0
b. Asian American/Pacific Islander					0	0	0	0	0	0
c. Black					0	0	0	0	0	0

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d. White					0	0	0	0	0	0
2. Color					0	0	0	0	0	0
3. Religion					0	0	0	0	0	0
4. Reprisal					0	0	0	0	0	0
5. Sex					0	0	0	0	0	0
a. Male					0	0	0	0	0	0
b. Female					0	0	0	0	0	0
6. National Origin					0	0	0	0	0	0
a. Hispanic					0	0	0	0	0	0
b. Other					0	0	0	0	0	0
7. Age					0	0	0	0	0	0
8. Disability					0	0	0	0	0	0
a. Mental					0	0	0	0	0	0
b. Physical					0	0	0	0	0	0
9. Equal Pay Act					0	0	0	0	0	0
a. Male					0	0	0	0	0	0
b. Female					0	0	0	0	0	0
10. Non-EEO Basis					0	0	0	0	0	0
Number and Percentage Issued After an EEOC Hearing - By Issue:										
1. Appointment/Hire					0	0	0	0	0	0
2. Assignment of Duties					0	0	0	0	0	0
3. Awards					0	0	0	0	0	0
4. Conversion to Full Time					0	0	0	0	0	0
5. Disciplinary Action					0	0	0	0	0	0
a. Demotion					0	0	0	0	0	0
b. Reprimand					0	0	0	0	0	0
c. Suspension					0	0	0	0	0	0
d. Removal					0	0	0	0	0	0
e. Other					0	0	0	0	0	0
6. Duty Hours					0	0	0	0	0	0
7. Evaluation/Appraisal					0	0	0	0	0	0
8. Examination/Test					0	0	0	0	0	0
9. Harassment					0	0	0	0	0	0
a. Non-Sexual					0	0	0	0	0	0
b. Sexual					0	0	0	0	0	0
10. Medical Examination					0	0	0	0	0	0
11. Pay (Including Overtime)					0	0	0	0	0	0
12. Promotion/Non-Selection					0	0	0	0	0	0
13. Reassignment					0	0	0	0	0	0
a. Denied					0	0	0	0	0	0
b. Directed					0	0	0	0	0	0
14. Reasonable Accommodation					0	0	0	0	0	0
15. Reinstatement					0	0	0	0	0	0
16. Retirement					0	0	0	0	0	0
17. Termination					0	0	0	0	0	0
18. Terms/Conditions of Employment					0	0	0	0	0	0

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19. Time and Attendance					0	0	0	0	0	0
20. Training					0	0	0	0	0	0
21. Other					0	0	0	0	0	0
VI. AVERAGE TIME TAKEN TO COMPLETE INVESTIGATIONS AND FINAL ACTIONS										
					FY-2004 Qtrs. 1 & 2	FY-2003	FY-2002	FY-2001	FY-2000	FY1999
Number of Complaints Pending During the Year					15	17	17	23	21	26
Average Processing Times for All Pending Complaints:										
1. Investigations					137	178	0	172	125	186
2. Final Actions					2,418	828	410	661	612	356
Average Time Where a Hearing Was Not Requested:										
1. Investigations					133	0	0	0	120	181
2. Final Actions					0	744	281	532	272	356
Average Time Where a Hearing Was Requested										
1. Investigations					139	178	0	172	132	193
2. Final Actions					2,418	912	603	855	628	0