

FARM CREDIT ADMINISTRATION
Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002
(No Fear Act), Pub. L 107-174

| Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|------|
| | Previous Fiscal Year Data | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| Number of Complaints Filed | 2 | 2 | 1 | 2 | 1 | 1 |
| Number of Complainants | 2 | 2 | 1 | 2 | 1 | 1 |
| Repeat Filers | 0 | 0 | 0 | 0 | 0 | 0 |

| Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------|
| | Previous Fiscal Year Data | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 1 | 2 | 1 | 1 | 1 | 0 |
| Color | 0 | 1 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 1 | 1 | 0 | 2 | 1 | 0 |
| Sex | 1 | 1 | 1 | 0 | 1 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 2 | 1 | 1 | 0 | 1 | 1 |
| Disability | 1 | 0 | 0 | 1 | 1 | 1 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 |

| Complaints by Issue | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------|
| | Previous Fiscal Year Data | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | | | | | | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 1 | 1 |
| Assignment of Duties | 1 | 0 | 0 | 0 | 0 | 0 |
| Awards | 1 | 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 | 1 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 1 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 1 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 1 | 1 | 0 | 1 | 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/Non-Selection | 1 | 1 | 1 | 0 | 0 | 0 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 1 | 0 | 0 | 1 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 1 | 0 | 0 |
| Terms/Conditions of Employment | 1 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 2 | 1 | 0 | 1 | 0 | 0 |

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| Processing Time | Comparative Data | | | | | |
|--|---------------------------|------|------|-------|-------|------|
| | Previous Fiscal Year Data | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| Total Number of Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation stage | 108 | 76 | 94 | 111.4 | 138.8 | 121 |
| Average number of days in final action stage | 0 | 0 | 0 | 0 | 0 | 6 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation stage | 0 | 0 | 76 | 141 | 144 | 152 |
| Average number of days in final action stage | 0 | 0 | 0 | 0 | 0 | 6 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation stage | 0 | 0 | 0 | 0 | 121 | 0 |
| Average number of days in final action stage | 0 | 0 | 0 | 0 | 0 | 0 |

| Complaints Dismissed by Agency | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|------|
| | Previous Fiscal Year Data | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| Total Complaints Dismissed by Agency | 1 | 1 | 0 | 0 | 0 | 0 |
| Average days pending prior to dismissal | 57 | 62 | 0 | 0 | 0 | 0 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 0 | 0 | 0 | 0 | 0 | 0 |

| Total Final Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
|--|---------------------------|---|------|---|------|---|------|---|------|---|------|---|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Without Hearing | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| With Hearing | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

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| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
|--|---------------------------|---|------|---|------|---|------|---|------|---|------|---|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| 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 | |
| Genetic Information | 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 | |
| Genetic Information | 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 | |
| Genetic Information | 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 | | | | | | | | | | | |
| | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 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 | |
| Non-Sexual | 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/Non-Selection | 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 | 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 | 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 | |

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| | | | | | | | |
|---------------------------------|---|---|---|---|---|---|---|
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
|--|---------------------------|---|------|---|------|---|------|---|------|---|------|--|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
| # | % | # | % | # | % | # | % | # | % | # | % | |
| Total Number Findings | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Medical Examination | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Pay (Including Overtime) | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Promotion/Non-Selection | 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 | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| Total complaints from previous Fiscal Years | 1 | 1 | 1 | 1 | 3 | 0 |
| Total Complainants | 1 | 1 | 1 | 1 | 2 | 0 |
| Number complaints pending | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 0 | 0 |
| Hearing | 0 | 0 | 0 | 1 | 3 | 0 |
| Final Action | 0 | 0 | 0 | 0 | 0 | 0 |
| Appeal with EEOC Office of Federal Operations | 0 | 0 | 0 | 0 | 0 | 0 |

| Complaint Investigations | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------|
| | Previous Fiscal Year Data | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| Pending Complaints Where Investigations Exceeds Required Time Frames | 0 | 0 | 0 | 0 | 0 | 0 |