

# Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

## CONSUMER FINANCIAL PROTECTION BUREAU (CFPB)

For period ending September 30, 2015 (FY 2015)

**\*\*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)*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data <sup>1</sup>					FY 2015
	2010	2011	2012	2013	2014	
Number of Complaints Filed	0	0	11	9	25	22
Number of Complainants	0	0	11	9	24	19
Repeat Filers	0	0	0	0	1	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					FY 2015
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	0	0	3	4	17	14
Color	0	0	2	0	5	10
Religion	0	0	2	2	1	2
Reprisal	0	0	3	4	16	16
Sex	0	0	3	4	10	13
National Origin	0	0	4	1	8	5
Equal Pay Act	0	0	0	1	0	2

<sup>1</sup> Federal agencies must report data for the previous five fiscal years. CFPB opened officially on July 21, 2011, and accordingly does not have data to report for FY 2010 and FY 2011.

Age	0	0	9	4	9	7
Disability	0	0	2	2	3	10
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	1	1	2	0
Pregnancy	0	0	0	0	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>FY 2015</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Appointment/Hire	0	0	0	2	3	1
Assignment of Duties	0	0	2	3	8	5
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	3
<b>Disciplinary Action</b>						
Demotion	0	0	0	1	0	0
Reprimand	0	0	0	0	9	2
Suspension	0	0	0	0	0	0
Removal	0	0	0	1	1	0
Other - User Defined	0	0	0	1	0	0
Duty Hours	0	0	0	0	1	0
Evaluation/Appraisal	0	0	0	2	13	7
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	0	0	0	2	15	10
Sexual	0	0	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	4	5
Promotion/Non-Selection	0	0	8	0	10	6

<b>Reassignment</b>						
Denied	0	0	0	0	1	1
Directed	0	0	0	0	1	1
Reasonable Accommodation	0	0	0	0	0	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	1	1	2	0
Terms/Conditions of Employment	0	0	2	2	3	13
Time and Attendance	0	0	0	1	4	2
Training	0	0	0	0	6	8
Other	0	0	0	0	2	1
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>FY 2015<sup>2</sup></b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Complaints pending (for any length of time) during fiscal year (This part refers to completed investigations only, see 29 CFR 1614.704[f]).						
Average number of days in investigation	0	0	209	176	230	259
Average number of days in final action (hearing or FAD)	0	0	58	26	17	102
Complaint pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation	0	0	0	288	278	216
Average number of days in final action	0	0	0	131	178	195
Complaint pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation	0	0	209	176	214	293
Average number of days in final action	0	0	58	58	90	52
<b>Complaints Dismissed by Agency (1614.107(a))</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>FY 2015</b>

<sup>2</sup> In FY11 and FY12, the Department of Treasury managed CFPB's complaint process. Beginning in FY13, the CFPB managed its own complaint process with one exception: cases that Treasury already began to process in a particular stage in FY12 would be completed by Treasury and then turned over to CFPB for processing at the next stage, as needed. Processing times reported combine cases managed by Treasury and CFPB.

	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	0	0	0	1	2	2						
Average days pending prior to dismissal	0	0	0	27	293 <sup>3</sup>	26						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	0	0	1	1	0	1						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>FY 2015</b>	
	<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>FY 2015</b>	
	<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Total Number Findings</b>	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 Act	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

<sup>3</sup> One of the two cases (499 days pending prior to dismissal) was managed by the Department of Treasury on CFPB's behalf.

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>	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 Act	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
<b>Findings Without Hearing</b>	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 Act	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>											









Reasonable Accommodation	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
Retirement	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>FY 2015</b>						
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total complaints from previous Fiscal Year	0	0	4	3	2	15						
Total Complainants	0	0	4	3	2	14						
<b>Number complaints pending<sup>4</sup></b>												
Pending Investigation	0	0	0	1	0	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	0	0	0	1	1	8						
Final Agency Action	0	0	0	0	0	3						
Appeal with EEOC Office of Federal Operations	0	0	0	0	1	3						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>FY 2015</b>						
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Pending Complaints Where Investigations Exceed Required Time Frames <sup>5</sup>	0	0	0	0	0	7						

<sup>4</sup> The processing of three investigated complaints is being held in abeyance pending the Equal Employment Opportunity Commission's determination regarding certification of putative Class Complaints (CFPB-2014-0017F, CFPB-2014-0029F and CFPB-2014-0038F).

<sup>5</sup> Average processing time impacted in FY 2015 in part by the Office of Civil Rights', CFPB, determination to hold investigations in abeyance as a result of filers requesting to participate in alternative dispute resolution at the final agency decision or hearing stage.