

**National Credit Union Administration**  
**FY 2024 NO FEAR Act Data**  
4th Quarter: July 1, 2024 - September 30, 2024

<b>Complaint Activity</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q4</b>
Number of Complaints Filed	5	5	1	4	1	7
Number of Complainants	4	5	1	4	1	6
Repeat Filers in Fiscal Year	1	0	0	0	0	1

<b>Complaints by Basis</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q4</b>
Race	4	1	1	3	1	4
Color	2	0	0	1	0	0
Religion	0	0	0	0	0	0
Reprisal	3	3	0	1	0	6
Sex	3	3	1	2	0	2
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	1
Age	3	2	1	0	0	2
Disability	4	3	0	2	0	3
Genetic Information	0	1	0	0	0	0

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

<b>Complaints by Issue</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q4</b>
Appointment/Hire	0	0	0	1	0	0
Assignment of Duties	0	2	0	1	0	8
Awards	1	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
			0	0	0	0
Demotion	1	0	0	0	0	0
Reprimand	1	0	0	0	0	3
Removal	0	0	0	0	0	0
Suspension	1	1	0	1	0	1
Other (Verbal Remarks, Dismissal)	0	1	0	0	0	1
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	2	0	3	0	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	2	2	0	1	0	4
Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	0	1
Promotion/Non-Selection	2	2	1	2	1	1
<b>Reassignment</b>						
Denied	0	0	0	1	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	1	0	0	0	0	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	1
Terms/Conditions of Employment	1	3	0	4	0	10
Time and Attendance	1	1	0	1	0	1
Training	1	0	0	1	0	1
Other (Verbal Remarks)	1	0	0	0	0	5

Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

<b>Processing Time</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q4</b>
Complaints pending during fiscal year	12	*12	5	4	3	8
Average number of days in investigation stage	157	*204	229	170	122	151
Average number of days in final action stage	0	69	0	0	0	46
Complaint pending during fiscal year where hearing was requested	9	9	5	3	2	3
Average number of days in investigation stage	238	228	229	186	158	212
Average number of days in final action stage	213	424	479	41	329	340
Complaint pending during fiscal year where hearing was not requested	0	1	1	1	0	0
Average number of days in investigation stage	0	180	202	176	0	0
Average number of days in final action stage	0	57	60	38	0	0

\*These numbers are corrections to last quarter's report.

<b>Complaints Dismissed by Agency</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q4</b>
Total Complaints Dismissed by Agency	0	1	0	0	0	1



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
<b>Findings After Hearing</b>												
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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
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
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
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
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
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
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
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	0	0	0	0	0	0	0	0	0	0	0	0

<b>Findings Without Hearing</b>												
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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
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
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
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
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
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
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
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	0	0	0	0	0	0	0	0	0	0	0	0

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q4</b>
Total complaints from previous Fiscal Years	5	4	3	2	3*	2
Total Complainants	5	4	3	2	3*	2

\* Includes a reconsideration

<b>Number of previous complaints pending at close of quarter</b>						
Investigation	0	0	0	0	0	0
Hearing	5	4	3	0	1	2**
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	2	2*	0

\* Includes a reconsideration. \*\* Includes a hearing dismissed w/o prejudice to allow the investigation of an amended claim.

<b>Complaint Investigations</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q4</b>
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Pending Complaints Where Investigations Exceeds Required Time Frames	1	0	0	0	0	0
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