

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

CONSUMER FINANCIAL PROTECTION BUREAU (CFPB)

For period ending December 31, 2013 (FY 2014, Q1)

****Mixed cases are included in this report****

(Calculations begin day after triggering event action, but includes the last day per 29 C.F.R. §1614.604)

| Complaint Activity | Comparative Data | | | | | |
|----------------------------|--|------|------|------|------|---------------------|
| | Previous Fiscal Year Data ¹ | | | | | Q1 through 12-31-13 |
| | 2009 | 2010 | 2011 | 2012 | 2013 | |
| Number of Complaints Filed | 0 | 0 | 0 | 11 | 9 | 3 |
| Number of Complainants | 0 | 0 | 0 | 11 | 9 | 3 |
| Repeat Filers | 0 | 0 | 0 | 0 | 0 | 0 |

| Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------------|
| | Previous Fiscal Year Data | | | | | Q1 through 12-31-13 |
| | 2009 | 2010 | 2011 | 2012 | 2013 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 0 | 0 | 0 | 3 | 4 | 1 |
| Color | 0 | 0 | 0 | 2 | 0 | 0 |
| Religion | 0 | 0 | 0 | 2 | 2 | 0 |
| Reprisal | 0 | 0 | 0 | 3 | 4 | 2 |
| Sex | 0 | 0 | 0 | 3 | 4 | 0 |
| Pregnancy (PDA) | 0 | 0 | 0 | 0 | 0 | 0 |

¹ 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 FY2009-FY2010.

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|------------------------------------|
| National Origin | 0 | 0 | 0 | 4 | 1 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 1 | 0 |
| Age | 0 | 0 | 0 | 9 | 4 | 1 |
| Disability | 0 | 0 | 0 | 2 | 2 | 1 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 1 | 1 | 0 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | Q1 through 12-31-13 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2009 | 2010 | 2011 | 2012 | 2013 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 2 | 1 |
| Assignment of Duties | 0 | 0 | 0 | 2 | 3 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 1 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 1 | 0 |
| Other - User Defined | 0 | 0 | 0 | 1 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation/Appraisal | 0 | 0 | 0 | 0 | 2 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 0 | 0 | 0 | 0 | 2 | 1 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 0 | 0 | 0 | 1 | 0 |

| | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|--|
| Promotion/Non-Selection | 0 | 0 | 0 | 8 | 0 | 1 |
| Reassignment | | | | | | |
| 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 | 1 | 1 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 2 | 2 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 1 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | Q1 through 12-31-13² |
| | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 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 | 0 | 209 | 176 | |
| Average number of days in final action | 0 | 0 | 0 | 58 | 26 | |
| Complaint pending (for any length of time) during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 0 | 0 | 0 | 0 | 288 | 287 |
| Average number of days in final action (Days in hearing process) | 0 | 0 | 0 | 0 | 131 | 6 |
| Complaint pending (for any length of time) during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 0 | 0 | 0 | 209 | 176 | 0 |
| Average number of days in final action (Days in FAD process) | 0 | 0 | 0 | 58 | 58 | 0 |

² 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 Treasury-managed and CFPB-managed cases. The average days in investigation for Treasury-managed cases was 286 days, and the average days in investigation for cases managed by CFPB's EEO Office was 120 days.

| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
|---|---------------------------|------|------|------|------|---|---|---|---|---|-------------------------------|---|
| | Previous Fiscal Year Data | | | | | | | | | | Q1 through 12-31-13 | |
| | 2009 | 2010 | 2011 | 2012 | 2013 | | | | | | | |
| Total Complaints Dismissed by Agency | 0 | 0 | 0 | 0 | 1 | | | | | | 1 | |
| Average days pending prior to dismissal | 0 | 0 | 0 | 0 | 27 | | | | | | 499 ³ | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 0 | 0 | 0 | 1 | 1 | | | | | | 0 | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | Q1 through 12-31- 13 | |
| | 2009 | 2010 | 2011 | 2012 | 2013 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| 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 |
| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | Q1 through 12-31-13 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | 2009 | 2010 | 2011 | 2012 | 2013 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 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 |

³ This case was initially processed by the Department of the Treasury prior to processing and dismissal by CFPB.

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|--------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| Findings After Hearing | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | |

| | | | | | | | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|---|------------------------------------|---|---|---|---|---|
| Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| 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 - User Defined | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pending Complaints Filed in Previous Fiscal Years by Status (No FY 2014 cases are to be reported in this section) | Comparative Data | | | | | | Q1 through 12-31-13 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2009 | 2010 | 2011 | 2012 | 2013 | | | | | | | |
| Total complaints from previous Fiscal Year (FY 13) (pending request for hearing or FAD) | 0 | 0 | 0 | 4 | 3 | 1 | | | | | | |
| Total Complainants | 0 | 0 | 0 | 4 | 3 | 1 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Hearing | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | |
| Final Agency Action | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | Q1 through 12-31-13 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2009 | 2010 | 2011 | 2012 | 2013 | | | | | | | |

| | | | | | | |
|---|---|---|---|---|---|----------------|
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 0 | 0 | 1 ⁴ |
|---|---|---|---|---|---|----------------|

Word: CFPB FY2014 No FEAR Act Quarterly Data Report (Q1 – December 31, 2013) Annotated Final.doc

⁴ Complaint investigation managed by the Department of Treasury on behalf of CFPB.