

OVERSEAS PRIVATE INVESTMENT CORPORATION

**Annual Report
On the
Notification and Federal Employee Antidiscrimination and Retaliation
Act of 2002
("No FEAR Act")**

Fiscal Year ("FY") 2015

Section	Subject Matter	Comment
203(a)(1)	The number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201(a) in which discrimination on the part of the agency was alleged.	3
203(a)(2)	The status or disposition of cases described in paragraph (1).	OPIC dismissed one complaint in FY14; however, on appeal in FY15, the U.S. Equal Employment Opportunity Commission (EEOC) reversed and remanded the complaint for further processing. This complaint was closed in FY15 with a finding of no discrimination and the individual appealed to the US Merit Systems Protection Board (MSPB). [The second complaint was closed with a finding of no discrimination in FY16 with appeal rights to MSPB. The investigation of the third complaint concluded in FY16 and the employee was provided notice of right to request a hearing before an EEOC administrative judge or a final decision by OPIC. Presently, the employee has not made an election decision.]

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203(a)(3)	The amount of money required to be reimbursed by such agency under section 201 in connection with each such case, separately identifying the aggregate amount of such reimbursements attributable to the payment of attorneys' fees, if any.	None.
203(a)(4)	The number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1).	None.
203(a)(5)	The final year-end data posted under section 301(c)(1)(B) for such fiscal year (without regard to section 301(c)(2)).	See attached – <i>Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act for FY 2015.</i>
203(a)(6)	<p>A detailed description of--</p> <p>(A) the policy implemented by that agency relating to appropriate disciplinary actions against a Federal employee who</p> <p style="padding-left: 40px;">(i) discriminated against any individual in violation of any of the laws cited under section 201(a)(1) or (2); or</p> <p style="padding-left: 40px;">(ii) committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under section 201(a)(1) or (2); and</p> <p>(B) with respect to each of such laws, the number of employees who are disciplined in accordance with such policy and the specific nature of the disciplinary action taken.</p>	None.
203(a)(7)	An analysis of the information described under paragraphs (1) through (6) (in conjunction with data provided to the Equal Employment Opportunity Commission in compliance with part 1614 of title 29 of the	

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	Code of Federal Regulations), including:	
	(A) an examination of trends;	Of the three formal complaints processed during the reporting period, no trend or systemic problems were detected. Each complaint arose from a different OPIC organization where each individual had documented performance issues.
	(B) causal analysis;	For the complaints filed, we found no cause unrelated to the employees' performance deficiencies. The preponderant evidence established a lack of discriminatory <i>animus</i> by the managers involved.
	(C) practical knowledge gained through experience; and	OPIC supports EEO in the workplace, and fully complies with relevant EEO laws and regulations. OPIC conducts appropriate training, as required by the No FEAR Act. For FY15, OPIC continued to focus on recruiting, retaining, and promoting a highly qualified and diverse workforce, based on merit and equal employment opportunity.
	(D) any actions planned or taken to improve complaint or civil rights programs of the agency.	OPIC's goal is to become a model employer. It continues to focus on compliance with relevant EEO statutes and regulations, including the No FEAR Act. OPIC will continue to train its workforce on the various Federal anti-discrimination statutes.

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203(a)(8)	Any adjustment (to the extent the adjustment can be ascertained in the budget of the agency) to comply with the requirements under section 201.	Not applicable.