

**OVERSEAS PRIVATE INVESTMENT CORPORATION**

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

**Fiscal Year ("FY") 2014**

<b>Section</b>	<b>Subject Matter</b>	<b>Comment</b>
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.	1
203(a)(2)	The status or disposition of cases described in paragraph (1).	OPIC dismissed the complaint; however, upon appeal, in FY15, the U.S. Equal Employment Opportunity Commission reversed and remanded the complaint for further processing. As of the date of this report, the complaint is being investigated.
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 2014.</i>

Section	Subject Matter	Comment
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)	<p>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 Code of Federal Regulations), including:</p>	
	(A) an examination of trends;	OPIC had one formal EEO complaint during the reporting period and, consequently, could not conduct a trend analysis to determine any systemic problems.
	(B) causal analysis;	Since OPIC had no basis to conduct a trend analysis, we could not conduct a corresponding causal analysis.

Section	Subject Matter	Comment
	(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 FY14, 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.
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.