

**Administration for Children and Families  
Fiscal Year 2019 EEO Complaint Data Posted Per No FEAR Act**

<b>Complaint Activity and Previous Five Years Comparative Data</b>						
<b>Complaint Activity</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Number of Complaints Filed	15	18	23	18	18	16
Number of Complainants	14	15	22	17	16	13
Repeat Filers	1	3	1	1	1	1

<b>Complaint by Basis and Previous Five Years Comparative Data</b>						
<b>Complaints by Basis<sup>i</sup></b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Race	9	13	14	5	7	7
Color	6	2	3	2	4	3
Religion	2	0	2	0	1	1
Reprisal	9	10	17	12	12	11
Sex	8	10	9	8	9	9
PDA	0	0	0	0	0	0
National Origin	4	1	1	3	3	3
Equal Pay Act	1	0	0	0	0	0
Age	10	9	8	6	2	8
Disability	8	11	8	9	11	10
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	0	0	0

<b>Complaint by Issue and Previous Five Years Comparative Data</b>						
<b>Complaints by Issue<sup>ii</sup></b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Appointment/Hire	2	2	3	1	0	0
Assignment of Duties	5	3	5	6	4	4
Awards	1	0	0	0	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	1	0
Disciplinary Action - Reprimand	4	1	2	3	1	1

<b>Complaint by Issue and Previous Five Years Comparative Data</b>						
<b>Complaints by Issue<sup>ii</sup></b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Disciplinary Action – Suspension	1	0	2	2	2	0
Disciplinary Action - Removal	0	0	0	0	1	1
Disciplinary Action - Other	1	0	1	0	0	0
Duty Hours	0	0	0	0	1	0
Performance Evaluation/Appraisal	5	4	7	8	8	6
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	11	12	17	10	14	12
Sexual Harassment	2	0	0	2	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	6	5	4	2	0	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	6	5	4	2	0	2
Denied Reassignment	0	0	2	1	1	0
Directed Reassignment	1	3	0	0	1	0
Reasonable Accommodation Disability	3	3	4	6	6	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	3	1
Termination	0	0	3	3	0	0
Terms/Conditions of Employment	4	2	4	5	4	6
Time and Attendance	2	1	3	2	3	3
Training	0	0	2	2	5	1

<b>Complaint by Issue and Previous Five Years Comparative Data</b>						
<b>Complaints by Issue<sup>ii</sup></b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Other	0	0	0	0	0	0

<b>Complaint Processing Time and Previous Five Years Comparative Data</b>						
<b>Processing Time</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Average number of days all complaints pending in investigation during fiscal year	148.22	195.19	172.65	155.54	171.75	180.11
Average number of days all complaints pending final action during fiscal year	62.67	166.00	122.20	64.50	55.09	74.33
Average number of days complaint pending in investigation during fiscal year where hearing was requested	167.00	194.25	173.62	176.57	155.20	191.73
Average number of days complaints pending final action during fiscal year where hearing was requested	12.50	0	149.50	22.00	54.00	36.75
Average number of days complaints pending in investigation during fiscal year where hearing was not requested	124.75	198.00	171.78	126.10	183.57	161.86
Average number of days complaint pending final action during fiscal year where hearing was not requested	163.00	178.25	104.00	73.00	55.50	104.40

<b>Complaint Dismissed by Agency and Previous Five Years Comparative Data</b>						
<b>Complaints Dismissed by Agency</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Total Complaints Dismissed by Agency	0	0	0	0	1	0
Average days pending prior to dismissal	0	0	0	0	58	0

<b>Complaints Withdrawn by Complainants and Previous Five Years Comparative Data</b>						
<b>Complaints Withdrawn by Complainants</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Total Complaints Withdrawn by Complainants	0	2	0	3	1	0

<b>Total Final Agency Actions Finding Discrimination in FY 2019 and Previous Five Years Comparative Data</b>						
<b>Final Agency Actions Finding Discrimination</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Total Number of Findings	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Basis and Previous Five Years Comparative Data</b>						
<b>Total Number of Findings by Basis</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Basis After Hearing and Previous Five Years Comparative Data</b>						
<b>Findings by Basis - After Hearing</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Basis After Hearing and Previous Five Years Comparative Data</b>						
<b>Findings by Basis - After Hearing</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Basis Without Hearing and Previous Five Years Comparative Data</b>						
<b>Findings by Basis – Without Hearing</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Issue and Previous Five Years Comparative Data</b>						
<b>Total Number of Findings by Issue</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Issue and Previous Five Years Comparative Data</b>						
<b>Total Number of Findings by Issue</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Performance Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Issue and Previous Five Years Comparative Data</b>						
<b>Total Number of Findings by Issue</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Issue After Hearing and Previous Five Years Comparative Data</b>						
<b>Number of Findings by Issue - After Hearing</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Performance Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Issue After Hearing and Previous Five Years Comparative Data</b>						
<b>Number of Findings by Issue - After Hearing</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Promotion/Non-Selection	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Issue Without Hearing and Previous Five Years Comparative Data</b>						
<b>Total Number of Findings by Issue – Without Hearing</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0



**Findings of Discrimination Rendered by Issue Without Hearing and  
Previous Five Years Comparative Data**

<b>Total Number of Findings by Issue – Without Hearing</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Performance Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Issue Without Hearing and Previous Five Years Comparative Data</b>						
<b>Total Number of Findings by Issue – Without Hearing</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

<b>Pending Complaints Filed in Previous Fiscal Years by Status and Previous Five Years Comparative Data</b>						
<b>Final Agency Actions Finding Discrimination</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Total complaints from previous Fiscal Years	3	10	18	22	18	21
Total Complainants	3	10	15	21	16	17

<b>Pending Complaints Filed in Previous Fiscal Years by Status and Previous Five Years Comparative Data</b>						
<b>Number complaints pending</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	3	10	17	22	17	19
Final Agency Action	0	0	0	0	1	2
Appeal with EEOC Office of Federal Operations	2	3	3	2	3	3

<b>Complaint Investigations and Previous Five Years Comparative Data</b>						
<b>Complaint Investigations</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>FY 2019</b>
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	1	0	0	0

<sup>i</sup> Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

<sup>ii</sup> Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.