

**Administration for Children and Families
Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act**

For 1st Quarter of Fiscal Year 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	15	18	23	18	18	2
Number of Complainants	14	15	22	17	16	2
Repeat Filers	1	3	1	1	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Race	9	13	14	5	7	0
Color	6	2	3	2	4	0
Religion	2	0	2	0	1	0
Reprisal	9	10	17	12	12	1
Sex	8	10	9	8	9	2
PDA	0	0	0	0	0	0
National Origin	4	1	1	3	3	0
Equal Pay Act	1	0	0	0	0	0
Age	10	9	8	6	2	1
Disability	8	11	8	9	11	1
Genetics	0	0	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Non-EEO	1	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	2	2	3	1	0	0
Assignment of Duties	5	3	5	6	4	1
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
Reprimand	4	1	2	3	1	1
Suspension	1	0	2	2	2	0
Removal	0	0	0	0	1	0
Other	1	0	1	0	0	0
Duty Hours	0	0	0	0	1	0
Perf. Eval./Appraisal	5	4	7	8	8	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	11	12	17	10	14	2
Sexual	2	0	0	2	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
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	0
Reassignment						
Denied	0	0	2	1	1	0
Directed	1	3	0	0	1	0
Reasonable Accommodation Disability	3	3	4	6	6	1
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	0
Termination	0	0	3	3	0	0
Terms/Conditions of Employment	4	2	4	5	4	1
Time and Attendance	2	1	3	2	3	0
Training	0	0	2	2	5	1
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	148.22	195.19	172.65	155.54	171.75	172.00
Average number of days in final action	62.67	166.00	122.20	64.50	55.09	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	167.00	194.25	173.62	176.57	155.20	171.50
Average number of days in final action	12.50	0	149.50	22.00	54.00	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	124.75	198.00	171.78	126.10	183.57	172.50
Average number of days in final action	163.00	178.25	104.00	73.00	55.50	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru12- 31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
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												
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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define												

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru12- 31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2019Thru12- 31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total complaints from previous Fiscal Years	3		10		18		22		21		33	
Total Complainants	3		10		15		21		18		27	
Number complaints pending												
Investigation	0		0		0		0		0		6	
ROI issued, pending Complainant's action	0		0		0		0		1		0	
Hearing	3		10		17		22		20		24	
Final Agency Action	0		0		0		0		0		1	
Appeal with EEOC Office of Federal Operations	2		3		3		2		3		3	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	1	0	0	0