

ADMINISTRATION FOR CHILDREN AND FAMILIES
1ST QUARTER 2015 FOR PERIOD ENDING DECEMBER 31, 2014

COMPLAINT ACTIVITY

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 12-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	9	9	9	7	15	3
Number of Complainants	9	9	9	7	14	3
Repeat Filers	0	0	0	0	1	0

COMPLAINTS BY BASIS

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 12-31
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	6	2	5	4	9	2
Color	2	0	3	1	6	1
Religion	1	1	1	1	2	0
Reprisal	7	5	4	4	9	1
Sex	4	4	4	4	8	2
PDA	0	0	0	0	0	0
National Origin	1	0	0	3	4	1
Equal Pay Act	2	2	1	0	1	0
Age	5	2	4	3	10	2
Disability	2	2	3	3	8	1
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	1	0

COMPLAINTS BY ISSUE

Complaints by Issue	Comparative Data					2015 Thru 12-31
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	0	0	1	3	2	1
Assignment of Duties	3	4	2	4	5	1
Awards	1	0	1	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	4	1
Suspension	0	0	0	0	1	0
Removal	0	0	0	0	0	0
Other	0	0	0	1	1	0
Duty Hours	0	1	0	0	0	0
Evaluation Appraisal	2	4	1	3	5	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	5	7	2	5	11	1
Sexual	1	1	0	0	2	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	3	1	3	3	6	2
Reassignment						
Denied	1	2	2	1	0	0
Directed	0	1	0	2	1	0
Reasonable Accommodation	2	2	2	1	3	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	0	0	0	0	0
Terms/Conditions of Employment	0	1	2	2	4	0
Time and Attendance	0	2	0	2	2	1
Training	1	2	2	2	0	0
Other	2	0	0	0	0	0

PROCESSING TIME

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 12-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	196.12	155.18	174.29	153.50	156.18	205.33
Average number of days in final action	73.50	172.00	307.60	60.33	63.67	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	182.33	167.57	149.00	154.00	174.14	205.33
Average number of days in final action	95.67	280.00	371.75	0	13.50	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	204.40	133.50	208.00	153.00	124.75	0
Average number of days in final action	51.33	118.00	51.00	60.33	164.00	0

COMPLAINTS DISMISSED BY AGENCY

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 12-31
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	2	2	1	2	0	0
Average days pending prior to dismissal	11*	50*	55*	218*	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	0	0	0	0	0

*Reflect dismissals at Department's level.

PENDING COMPLAINTS FILED IN PREVIOUS FISCAL YEARS BY STATUS

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	Thru 12-31
Total complaints from previous Fiscal Years	9	7	6	3	4	17
Total Complainants	8	6	6	3	4	17
Number complaints pending						
Investigation	1	0	0	0	0	5
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	5	5	5	3	4	10
Final Agency Action	2	1	1	0	0	1
Appeal with EEOC Office of Federal Operations	0	2	2	3	2	2
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	Thru 12-31
Pending Complaints Where Investigations Exceed Required Time Frames	2**	0	0	1**	1**	0

Note:

** Reflect cases processed at Department's level.