

**ADMINISTRATION FOR CHILDREN AND FAMILIES
AS OF SEPTEMBER 30, 2014**

COMPLAINT ACTIVITY

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	17	9	9	9	7	15
Number of Complainants	13	9	9	9	7	14
Repeat Filers	2	0	0	0	0	1

COMPLAINTS BY BASIS

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	9	6	2	5	4	9
Color	1	2	0	3	1	6
Religion	0	1	1	1	1	2
Reprisal	15	7	5	4	4	9
Sex	3	4	4	4	4	8
PDA	0	0	0	0	0	0
National Origin	0	1	0	0	3	4
Equal Pay Act	0	2	2	1	0	1
Age	4	5	2	4	3	10
Disability	2	2	2	3	3	8
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	1

COMPLAINTS BY ISSUE

Complaints by Issue	Comparative Data					2014 Thru 09-30
	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>	2009	2010	2011	2012	2013	
Appointment/Hire	1	0	0	1	3	2
Assignment of Duties	4	3	4	2	4	5
Awards	2	1	0	1	0	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	0	0	0	0	4
Suspension	1	0	0	0	0	1
Removal	2	0	0	0	0	0
Other	1	0	0	0	1	1
Duty Hours	2	0	1	0	0	0
Evaluation Appraisal	11	2	4	1	3	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	5	7	2	5	11
Sexual	0	1	1	0	0	2
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	0	0	0	0	0
Promotion/Non-Selection	2	3	1	3	3	6
Reassignment						
Denied	2	1	2	2	1	0
Directed	0	0	1	0	2	1
Reasonable Accommodation	2	2	2	2	1	3
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	2	0	0	0	0
Terms/Conditions of Employment	2	0	1	2	2	4
Time and Attendance	4	0	2	0	2	2
Training	0	1	2	2	2	0
Other	1	2	0	0	0	0

PROCESSING TIME

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	179.74	196.12	155.18	174.29	153.50	156.18
Average number of days in final action	86.94	73.50	172.00	307.60	60.33	63.67
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	171.00	182.33	167.57	149.00	154.00	174.14
Average number of days in final action	31.00	95.67	280.00	371.75	0	13.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	189.44	204.40	133.50	208.00	153.00	124.75
Average number of days in final action	90.24	51.33	118.00	51.00	60.33	164.00

COMPLAINTS DISMISSED BY AGENCY

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
Total Complaints Dismissed by Agency	5	2	2	1	2	0
Average days pending prior to dismissal	65*	11*	50*	55*	218*	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	0	0	0	0

*Reflects dismissal at Departmental 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					2014
	2009	2010	2011	2012	2013	Thru 09-30
Total complaints from previous Fiscal Years	13	9	7	6	3	4
Total Complainants	11	8	6	6	3	4
Number complaints pending						
Investigation	0	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	12	5	5	5	3	4
Final Agency Action	1	2	1	1	0	0
Appeal with EEOC Office of Federal Operations	0	0	2	2	3	2
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	Thru 09-30
Pending Complaints Where Investigations Exceed Required Time Frames	1**	2**	0	0	1**	1**

**Processed outside ACF, at the Department's level.

Note:

Data reflects updates after third quarter's data posting.