

**Administration for Children and Families  
EEO Complaint Data Posted Per No FEAR Act  
Fiscal Year 2021 As of December 31, 2020**

<b>Complaint Activity and Previous Five Years Comparative Data</b>						
<b>Complaint Activity</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Number of Complaints Filed	23	18	18	16	14	0
Number of Complainants	22	17	16	13	14	0
Repeat Filers	1	1	1	1	0	0

<b>Complaint by Basis and Previous Five Years Comparative Data</b>						
<b>Complaints by Basis<sup>i</sup></b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Race	14	5	7	7	10	0
Color	3	2	4	3	4	0
Religion	2	0	1	1	3	0
Reprisal	17	12	12	11	10	0
Sex	9	8	9	9	7	0
PDA	0	0	0	0	0	0
National Origin	1	3	3	3	2	0
Equal Pay Act	0	0	0	0	0	0
Age	8	6	2	8	5	0
Disability	8	9	11	10	7	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	0

<b>Complaint by Issue and Previous Five Years Comparative Data</b>						
<b>Complaints by Issue<sup>ii</sup></b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Appointment/Hire	3	1	0	0	1	0
Assignment of Duties	5	6	4	4	4	0

<b>Complaint by Issue and Previous Five Years Comparative Data</b>						
<b>Complaints by Issue<sup>ii</sup></b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Awards	0	0	2	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	1	0	1	0
Disciplinary Action - Reprimand	2	3	1	1	3	0
Disciplinary Action – Suspension	2	2	2	0	3	0
Disciplinary Action - Removal	0	0	1	1	1	0
Disciplinary Action - Other	1	0	0	0	0	0
Duty Hours	0	0	1	0	0	0
Performance Evaluation/Appraisal	7	8	8	6	8	0
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	17	10	14	12	10	0
Sexual Harassment	0	2	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	4	2	0	2	1	0
Denied Reassignment	2	1	1	0	2	0
Directed Reassignment	0	0	1	0	0	0
Reasonable Accommodation Disability	4	6	6	6	5	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	1	3	1	5	0
Termination	3	3	0	0	3	0

<b>Complaint by Issue and Previous Five Years Comparative Data</b>						
<b>Complaints by Issue<sup>ii</sup></b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Terms/Conditions of Employment	4	5	4	6	3	0
Time and Attendance	3	2	3	3	1	0
Training	2	2	5	1	4	0
Other	0	0	0	0	0	0

<b>Complaint Processing Time and Previous Five Years Comparative Data</b>						
<b>Processing Time</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Average number of days all complaints pending in investigation during fiscal year	172.65	155.54	171.75	180.11	169.36	169.67
Average number of days all complaints pending final action during fiscal year	122.20	64.50	55.09	74.33	107.67	11.00
Average number of days complaint pending in investigation during fiscal year where hearing was requested	173.62	176.57	155.20	191.73	184.33	165.00
Average number of days complaints pending final action during fiscal year where hearing was requested	149.50	22.00	54.00	36.75	90.62	0
Average number of days complaints pending in investigation during fiscal year where hearing was not requested	171.78	126.10	183.57	161.86	155.75	179.00
Average number of days complaint pending final action during fiscal year where hearing was not requested	104.00	73.00	55.50	104.40	244.00	11.00

<b>Complaint Dismissed by Agency and Previous Five Years Comparative Data</b>						
<b>Complaints Dismissed by Agency</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Total Complaints Dismissed by Agency	0	0	1	0	3	0

<b>Complaint Dismissed by Agency and Previous Five Years Comparative Data</b>						
<b>Complaints Dismissed by Agency</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Average days pending prior to dismissal	0	0	58	0	44	0

<b>Complaints Withdrawn by Complainants and Previous Five Years Comparative Data</b>						
<b>Complaints Withdrawn by Complainants</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Total Complaints Withdrawn by Complainants	0	3	1	0	4	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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</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

<b>Findings of Discrimination Rendered by Basis and Previous Five Years Comparative Data</b>						
<b>Total Number of Findings by Basis</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</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 Without Hearing and Previous Five Years Comparative Data</b>						
<b>Findings by Basis – Without Hearing</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</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 Without Hearing and Previous Five Years Comparative Data</b>						
<b>Findings by Basis – Without Hearing</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</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 Issue and Previous Five Years Comparative Data</b>						
<b>Total Number of Findings by Issue</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</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

<b>Findings of Discrimination Rendered by Issue and Previous Five Years Comparative Data</b>						
<b>Total Number of Findings by Issue</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
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
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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</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

**Findings of Discrimination Rendered by Issue After Hearing and  
Previous Five Years Comparative Data**

<b>Number of Findings by Issue - After Hearing</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
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
Telework	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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</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

<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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
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
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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Total complaints from previous Fiscal Years	18	22	18	21	14	22
Total Complainants	15	21	16	17	13	21

<b>Pending Complaints Filed in Previous Fiscal Years by Status and Previous Five Years Comparative Data</b>						
<b>Number complaints pending</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Investigation	0	0	0	0	0	2
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	17	22	17	19	11	14
Final Agency Action	0	0	1	2	2	4
Appeal with EEOC Office of Federal Operations	3	2	3	3	4	4

<b>Complaint Investigations and Previous Five Years Comparative Data</b>						
<b>Complaint Investigations</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 12/31/2020</b>
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0

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<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.*