

**Administration for Children and Families
Fiscal Year 2020 EEO Complaint Data Posted Per No FEAR Act**

| Complaint Activity and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Complaint Activity | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Number of Complaints Filed | 18 | 23 | 18 | 18 | 16 | 14 |
| Number of Complainants | 15 | 22 | 17 | 16 | 13 | 14 |
| Repeat Filers | 3 | 1 | 1 | 1 | 1 | 0 |

| Complaint by Basis and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Complaints by Basisⁱ | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Race | 13 | 14 | 5 | 7 | 7 | 10 |
| Color | 2 | 3 | 2 | 4 | 3 | 4 |
| Religion | 0 | 2 | 0 | 1 | 1 | 3 |
| Reprisal | 10 | 17 | 12 | 12 | 11 | 10 |
| Sex | 10 | 9 | 8 | 9 | 9 | 7 |
| Pregnancy Discrimination Act | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 1 | 1 | 3 | 3 | 3 | 2 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 9 | 8 | 6 | 2 | 8 | 5 |
| Disability | 11 | 8 | 9 | 11 | 10 | 7 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 1 |

| Complaint by Issue and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Complaints by Issueⁱⁱ | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Appointment/Hire | 2 | 3 | 1 | 0 | 0 | 1 |
| Assignment of Duties | 3 | 5 | 6 | 4 | 4 | 4 |
| Awards | 0 | 0 | 0 | 2 | 0 | 0 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action - Demotion | 0 | 0 | 0 | 1 | 0 | 1 |
| Disciplinary Action - Reprimand | 1 | 2 | 3 | 1 | 1 | 3 |

| Complaint by Issue and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Complaints by Issueⁱⁱ | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Disciplinary Action – Suspension | 0 | 2 | 2 | 2 | 0 | 3 |
| Disciplinary Action - Removal | 0 | 0 | 0 | 1 | 1 | 1 |
| Disciplinary Action - Other | 0 | 1 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 1 | 0 | 0 |
| Performance Evaluation/Appraisal | 4 | 7 | 8 | 8 | 6 | 8 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual Harassment | 12 | 17 | 10 | 14 | 12 | 10 |
| Sexual Harassment | 0 | 0 | 2 | 0 | 0 | 1 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 5 | 4 | 2 | 0 | 2 | 1 |
| Denied Reassignment | 0 | 2 | 1 | 1 | 0 | 2 |
| Directed Reassignment | 3 | 0 | 0 | 1 | 0 | 0 |
| Reasonable Accommodation Disability | 3 | 4 | 6 | 6 | 6 | 5 |
| 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 | 1 | 3 | 1 | 5 |
| Termination | 0 | 3 | 3 | 0 | 0 | 3 |
| Terms/Conditions of Employment | 2 | 4 | 5 | 4 | 6 | 3 |
| Time and Attendance | 1 | 3 | 2 | 3 | 3 | 1 |
| Training | 0 | 2 | 2 | 5 | 1 | 4 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |

| Complaint Processing Time and Previous Five Years Comparative Data | | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|----------------|
| Processing Time | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Average number of days all complaints pending in investigation during fiscal year | 195.19 | 172.65 | 155.54 | 171.75 | 180.11 | 169.36 |
| Average number of days all complaints pending final action during fiscal year | 166.00 | 122.20 | 64.50 | 55.09 | 74.33 | 107.67 |
| Average number of days complaint pending in investigation during fiscal year where hearing was requested | 194.25 | 173.62 | 176.57 | 155.20 | 191.73 | 184.33 |
| Average number of days complaints pending final action during fiscal year where hearing was requested | 0 | 149.50 | 22.00 | 54.00 | 36.75 | 90.62 |
| Average number of days complaints pending in investigation during fiscal year where hearing was not requested | 198.00 | 171.78 | 126.10 | 183.57 | 161.86 | 155.75 |
| Average number of days complaint pending final action during fiscal year where hearing was not requested | 178.25 | 104.00 | 73.00 | 55.50 | 104.40 | 244.00 |

| Complaint Dismissed by Agency and Previous Five Years Comparative Data | | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|----------------|
| Complaints Dismissed by Agency | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Total Complaints Dismissed by Agency | 0 | 0 | 0 | 1 | 0 | 3 |
| Average days pending prior to dismissal | 0 | 0 | 0 | 58 | 0 | 44 |

| Complaints Withdrawn by Complainants and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Complaints Withdrawn by Complainants | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Total Complaints Withdrawn by Complainants | 2 | 0 | 3 | 1 | 0 | 4 |

| Total Final Agency Actions Finding Discrimination in FY 2019 and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Final Agency Actions Finding Discrimination | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Total Number of Findings | 0 | 0 | 0 | 0 | 0 | 0 |

| Total Final Agency Actions Finding Discrimination in FY 2019 and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Final Agency Actions Finding Discrimination | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 0 | 0 |

| Findings of Discrimination Rendered by Basis and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Total Number of Findings by Basis | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| 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 |
| Pregnancy Discrimination Act | 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 |

| Findings of Discrimination Rendered by Basis After Hearing and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Findings by Basis - After Hearing | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| 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 |
| Pregnancy Discrimination Act | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 |

| Findings of Discrimination Rendered by Basis After Hearing and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Findings by Basis - After Hearing | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| 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 |

| Findings of Discrimination Rendered by Basis Without Hearing and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Findings by Basis – Without Hearing | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| 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 |
| Pregnancy Discrimination Act | 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 |

| Findings of Discrimination Rendered by Issue and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Total Number of Findings by Issue | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |

| Findings of Discrimination Rendered by Issue and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Total Number of Findings by Issue | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| 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 |
| Telework | 0 | 0 | 0 | 0 | 0 | 0 |

| Findings of Discrimination Rendered by Issue and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Total Number of Findings by Issue | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| 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 |

| Findings of Discrimination Rendered by Issue After Hearing and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Number of Findings by Issue - After Hearing | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| 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 |
| Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 |

| Findings of Discrimination Rendered by Issue After Hearing and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Number of Findings by Issue - After Hearing | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| 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 |

| Findings of Discrimination Rendered by Issue Without Hearing and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Total Number of Findings by Issue – Without Hearing | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| 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 |

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

| Total Number of Findings by Issue – Without Hearing | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| 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 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 |

| Findings of Discrimination Rendered by Issue Without Hearing and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Total Number of Findings by Issue – Without Hearing | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |

| Pending Complaints Filed in Previous Fiscal Years by Status and Previous Five Years Comparative Data | | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|----------------|
| Final Agency Actions Finding Discrimination | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Total complaints from previous Fiscal Years | 10 | 18 | 22 | 18 | 21 | 14 |
| Total Complainants | 10 | 15 | 21 | 16 | 17 | 13 |

| Pending Complaints Filed in Previous Fiscal Years by Status and Previous Five Years Comparative Data | | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|----------------|
| Number complaints pending | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Investigation | 0 | 0 | 0 | 0 | 0 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Hearing | 10 | 17 | 22 | 17 | 19 | 11 |
| Final Agency Action | 0 | 0 | 0 | 1 | 2 | 2 |
| Appeal with EEOC Office of Federal Operations | 3 | 3 | 2 | 3 | 3 | 4 |

| Complaint Investigations and Previous Five Years Comparative Data | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|----------------|
| Complaint Investigations | 2015 | 2016 | 2017 | 2018 | 2019 | FY 2020 |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 1 | 0 | 0 | 0 | 0 |

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

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