

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

SSA-Root (Includes Sub-Level Offices)

For 1st Quarter FY 2026 for period ending December 31, 2025

Notes:
Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.
Starting in FY2022, issues marked with:
* are reported under Other Terms / Conditions of Employment.
** are reported under Other Disciplinary Actions.
Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row;
the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Number of Complaints Filed	306	348	474	546	322	41
Number of Complainants	279	319	423	492	284	41
Repeat Filers	27	29	47	49	34	0

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	110	131	169	180	93	8
Color	24	41	54	43	28	2
Religion	16	31	41	39	14	0
Reprisal	193	185	240	197	186	27
Sex	115	126	184	170	97	14
PDA	2	7	5	9	5	1
National Origin	43	50	88	78	36	4
Equal Pay Act	7	8	4	12	0	0
Age	89	107	140	162	92	13
Disability	148	187	317	374	182	28
Genetics	0	4	8	7	2	0
Non-EEO	39	52	45	51	25	7

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	5	3	6	5	1	0
Assignment of Duties*	47	0	0	0	0	0
Awards	5	10	9	12	10	3
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	6	4	5	7	4	0
Disciplinary Action: Reprimand**	28	0	0	0	0	0
Disciplinary Action: Suspension	27	23	20	19	15	0
Disciplinary Action: Removal	5	5	6	7	13	1
Disciplinary Action: Disciplinary Warning**	9	0	0	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	26	34	36	23	4
Duty Hours*	6	0	0	0	0	0
Perf. Eval./ Appraisal	61	50	58	78	50	8
Examination/Test	1	0	1	1	0	0
Harassment: Non-Sexual	164	207	242	310	189	30
Harassment: Sexual	12	6	11	10	5	2
Medical Examination	1	0	7	5	0	0
Pay including overtime	11	9	14	12	2	0
Promotion/Non-Selection	53	63	81	76	30	1
Reassignment: Denied/Directed	7	8	9	20	24	2
Reasonable Accommodation Disability	73	91	215	220	117	24
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	6	4	7	4	0
Retirement*	10	0	0	0	0	0
Sex-Stereotyping	1	1	0	0	0	0
Telework	4	9	48	64	33	3
Termination	29	26	41	65	23	3
Terms/Conditions of Employment*	20	0	0	0	0	0
Time and Attendance	37	44	56	65	43	7
Training	10	7	11	34	15	2
Other Terms/Conditions of Employment*	0	92	96	111	96	16

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Average days in Investigation for all cases pending during FY	211	157	171	176	206	201
Average days in Final Action for all cases pending during FY	50	33	32	31	45	25
Average days in Investigation with Hearing	206	165	175	180	209	218
Average days in Final Action with Hearing	26	24	18	16	35	25
Average Days in Investigation without Hearing	216	154	169	177	212	182
Average Days in Final Action without Hearing	67	45	52	45	54	0

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total Complaints Dismissed by Agency	39	22	25	52	30	1
Average Days Pending Prior to Dismissal	112	87	62	49	63	70
Total Complaints Withdrawn by Complainants	44	33	30	38	44	2

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12-31)	FY 2026 % (thru 12-31)
Total Number Findings	6		3		6		6		4		0	
Findings Without Hearing	4	67	2	67	1	17	3	50	2	50	0	0
Findings With Hearing	2	33	1	33	5	83	3	50	2	50	0	0

Part 7 Finding of Discrimination by Basis (with Hearing)

[illegible]

Part 7 Finding of Discrimination by Basis (without Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue												
	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 12-31)	FY 2026 % (thru 12-31)
Total Number Findings	6		3		6		6		4		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	1	17	0	0	0	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	2	33	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Disciplinary Warning**	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	17	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	1	17	1	33	0	0	0	0	1	25	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	33	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	1	17	0	0	0	0
Reassignment: Denied/Directed	1	17	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	3	50	2	67	3	50	3	50	2	50	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	1	25	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	1	17	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 Terms/Conditions of Employment*	0	0	0	0	2	33	1	17	1	25	0	0

Part 8 Finding of Discrimination by Issue (with Hearing)												
	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 12-31)	FY 2026 % (thru 12-31)
Findings After Hearing	2		1		5		3		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	1	33	0	0	0	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	2	40	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Disciplinary Warning**	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	1	50	0	0	0	0	0	0	0	0	0	0
Harassment: 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/Directed	1	50	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	2	40	2	67	2	100	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	1	50	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	1	50	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 Terms/Conditions of Employment*	0	0	0	0	2	40	0	0	0	0	0	0

Part 8 Finding of Discrimination by Issue (without Hearing)												
	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 12-31)	FY 2026 % (thru 12-31)
Findings Without Hearing	4		2		1		3		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Disciplinary Warning**	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	25	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	1	50	0	0	0	0	1	50	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	50	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	1	33	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	3	75	1	50	1	100	1	33	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 Terms/Conditions of Employment*	0	0	0	0	0	0	1	33	1	50	0	0

Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total complaints from previous Fiscal Years	279	175	117	158	237	415
Total Complainants	240	150	104	141	211	356
Complaints Pending Investigation	3	0	2	1	1	97
ROI issued, pending Complainant's action	0	0	0	2	0	8
Complaints Pending in Hearing	250	158	106	145	203	264
Complaints Pending Final Agency Action	26	17	9	7	33	35
Complaints Pending Appeal with EEOC Office of Federal Operations	213	89	98	141	109	114

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	5	0	8	3	6	5