

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

SSA-Root (Includes Sub-Level Offices)

For 2nd Quarter 2025 for period ending March 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.

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 3-31)
Number of Complaints Filed	457	306	348	474	546	162
Number of Complainants	406	279	319	423	492	155
Repeat Filers	47	27	29	47	49	7

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 3-31)
Race	170	110	131	169	180	56
Color	27	24	41	54	43	16
Religion	21	16	31	41	39	9
Reprisal	259	193	185	240	197	101
Sex	163	115	126	184	170	55
PDA	2	2	7	5	9	2
National Origin	54	43	50	88	78	23
Equal Pay Act	1	7	8	4	12	0
Age	148	89	107	140	162	60
Disability	214	148	187	317	374	86
Genetics	2	0	4	8	7	1
Non-EEO	53	39	52	45	51	15

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 3-31)
Appointment/Hire	8	5	3	6	5	0
Assignment of Duties*	43	47	0	0	0	0
Awards	11	5	10	9	12	9
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	3	6	4	5	7	0
Disciplinary Action: Reprimand**	36	28	0	0	0	0
Disciplinary Action: Suspension	33	27	23	20	19	11
Disciplinary Action: Removal	11	5	5	6	7	2
Disciplinary Action: Disciplinary Warning**	0	9	0	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	26	34	36	11
Duty Hours*	2	6	0	0	0	0
Perf. Eval./ Appraisal	75	61	50	58	78	31
Examination/Test	0	1	0	1	1	0
Harassment: Non-Sexual	271	164	207	242	310	95
Harassment: Sexual	19	12	6	11	10	4
Medical Examination	0	1	0	7	5	0
Pay including overtime	6	11	9	14	12	0
Promotion/Non-Selection	61	53	63	81	76	23
Reassignment: Denied/Directed	18	7	8	9	20	7
Reasonable Accommodation Disability	104	73	91	215	220	51
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	1	6	4	7	2
Retirement*	18	10	0	0	0	0
Sex-Stereotyping	0	1	1	0	0	0
Telework	19	4	9	48	64	10
Termination	43	29	26	41	65	13
Terms/Conditions of Employment*	43	20	0	0	0	0
Time and Attendance	63	37	44	56	65	25
Training	15	10	7	11	34	11
Other Terms/Conditions of Employment*	0	0	92	96	111	44

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 3-31)
Average days in Investigation for all cases pending during FY	175	211	157	171	176	196
Average days in Final Action for all cases pending during FY	50	50	33	32	31	30
Average days in Investigation with Hearing	176	206	165	175	180	199
Average days in Final Action with Hearing	33	26	24	18	16	16
Average Days in Investigation without Hearing	175	216	154	169	177	196
Average Days in Final Action without Hearing	81	67	45	52	45	48

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 3-31)
Total Complaints Dismissed by Agency	41	39	22	25	52	19
Average Days Pending Prior to Dismissal	72	112	87	62	49	50
Total Complaints Withdrawn by Complainants	39	44	33	30	38	23

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 3-31)	FY 2025 % (thru 3-31)
Total Number Findings	5		6		3		6		6		2	
Findings Without Hearing	2	40	4	67	2	67	1	17	3	50	1	50
Findings With Hearing	3	60	2	33	1	33	5	83	3	50	1	50

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 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 3-31)	FY 2025 % (thru 3-31)
Total Number Findings	5		6		3		6		6		2	
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	1	17	0	0
Disciplinary Action: Reprimand**	1	20	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	2	33	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	1	17	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	2	40	1	17	1	33	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	1	33	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	40	0	0	0	0	0	0	1	17	0	0
Reassignment: Denied/Directed	0	0	1	17	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	40	3	50	2	67	3	50	3	50	1	50
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*	1	20	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	20	1	17	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*	2	40	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	2	33	1	17	1	50

Part 8 Finding of Discrimination by Issue (with Hearing)												
	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 3-31)	FY 2025 % (thru 3-31)
Findings After Hearing	3		2		1		5		3		1	
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	1	33	0	0
Disciplinary Action: Reprimand**	1	33	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	2	40	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	2	67	1	50	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	2	67	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	1	50	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	33	0	0	1	100	2	40	2	67	1	100
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*	1	33	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	33	1	50	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	2	40	0	0	0	0

Part 8 Finding of Discrimination by Issue (without Hearing)												
	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 3-31)	FY 2025 % (thru 3-31)
Findings Without Hearing	2		4		2		1		3		1	
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	0	0	1	25	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	0	0	1	50	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	1	50	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	1	33	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	50	3	75	1	50	1	100	1	33	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*	2	100	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	0	0	1	33	1	100

Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 3-31)
Total complaints from previous Fiscal Years	431	279	175	117	158	391
Total Complainants	377	240	150	104	141	348
Complaints Pending Investigation	22	3	0	2	1	60
ROI issued, pending Complainant's action	0	0	0	0	2	22
Complaints Pending in Hearing	355	250	158	106	145	267
Complaints Pending Final Agency Action	72	26	17	9	7	35
Complaints Pending Appeal with EEOC Office of Federal Operations	270	213	89	98	141	188

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 3-31)
Pending Complaints Where Investigations Exceed Required Time Frames	41	5	0	8	3	19