

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

SSA Internal Complaint Activity

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	519	479	532	514	457	306
Number of Complainants	469	429	480	469	406	279
Repeat Filers	40	44	45	45	47	27
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	207	156	197	181	170	110
Color	37	28	31	36	27	24
Religion	24	29	21	21	21	16
Reprisal	251	245	279	258	259	193
Sex	179	131	183	178	163	115
PDA	2	3	3	3	2	2
National Origin	82	55	64	63	54	43
Equal Pay Act	1	0	1	0	1	7
Age	195	143	190	161	148	89
Disability	202	207	233	234	214	148
Genetics	0	1	2	1	2	0
Non-EEO	62	46	45	58	53	39

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	15	5	10	6	8	5
Assignment of Duties	21	39	55	63	43	47
Awards	8	17	14	30	11	5
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	5	10	6	3	6
Reprimand	20	25	31	36	36	28
Suspension	11	21	29	38	33	27
Removal	2	12	12	18	11	5
Disciplinary Warning	4	0	1	0	0	9
Duty Hours	1	2	6	8	2	6
Perf. Eval./ Appraisal	78	98	104	86	75	61
Examination/Test	0	2	2	1	0	1
Harassment						
Non-Sexual	241	255	275	295	271	164
Sexual	17	16	20	10	19	12
Medical Examination	0	0	2	1	0	1
Pay including overtime	9	18	10	17	6	11
Promotion/Non-Selection	158	87	112	87	61	53
Reassignment						
Denied	17	11	16	16	11	5

Directed	11	9	3	9	7	2
Reasonable Accommodation Disability	71	104	108	137	104	73
Reinstatement	0	1	1	1	0	0
Religious Accommodation	1	5	5	2	1	1
Retirement	5	10	9	15	18	10
Sex-Stereotyping	0	0	0	0	0	1
Telework	1	11	19	8	19	4
Termination	42	47	24	41	43	29
Terms/Conditions of Employment	15	29	32	15	43	20
Time and Attendance	32	50	63	76	63	37
Training	12	13	12	15	15	10
Other						
Other	43	1	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	284	258	203	159	175	211
Average number of days in final action	69	50	52	39	50	50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	281	232	182	163	176	206
Average number of days in final action	44	52	42	23	33	26
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	293	308	218	158	175	216

PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	5	100	0	0	1	100	0	0	2	100	3	75
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 09-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		10		4		1		5		6	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	14	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
Reprimand	0	0	0	0	0	0	0	0	1	20	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	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	1	25	0	0	0	0	1	17
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	2	50	0	0	2	40	1	17
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

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
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	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	1	25
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	20	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	5	100	0	0	1	100	1	100	1	50	3	75
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	2	100	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2021 Thru 09-30					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	536	514	524	406	431	279						
Total Complainants	454	422	427	344	377	240						
Number complaints pending												
Investigation	83	77	52	11	22	3						
ROI issued, pending Complainant's action	5	0	1	0	0	0						
Hearing	455	483	502	352	355	250						
Final Agency Action	72	46	41	50	72	26						
Appeal with EEOC Office of Federal Operations	212	300	240	273	270	213						
Complaint Investigations	Comparative Data						2021 Thru 09-30					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceed Required Time Frames	65	69	66	4	41	5						