

**Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:
SSA Internal Complaint Activity**

Data as of September 30, 2016 (4th Qtr 2016)

Complaint Activity Sec.1614.704 (a),(b), and (c)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	489	496	481	459	536	519
Number of Complainants	448	453	437	434	489	469
Repeat Filers	35	37	36	24	40	40

Complaints by Basis Sec.1614.704(d) <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
Race	214	179	181	184	209	207
Color	37	37	33	26	38	37
Religion	24	12	22	16	20	24
Reprisal	236	257	228	210	235	251
Sex	152	153	172	155	177	179
National Origin	42	49	53	47	61	82
Equal Pay Act	0	0	0	0	1	1

Complaints by Basis Sec.1614.704(d) <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
Age	236	193	176	184	226	195
Disability	153	163	150	149	208	202
Genetics	0	0	0	1	1	0
Pregnancy Discrimination Act	0	3	4	1	2	2
Non-EEO Basis	57	42	38	56	67	62

Complaints by Issue Sec.1614.704 (e) <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
Appointment/Hire	15	22	11	8	15	15
Assignment of Duties	50	51	36	37	29	21
Awards	24	23	34	9	12	8
Conversion to Full-time	3	0	1	1	2	1
Disciplinary Action						
Demotion	9	3	7	8	3	0
Reprimand	26	21	21	11	18	20
Removal	3	5	2	2	9	2

Complaints by Issue Sec.1614.704 (e) <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
Suspension	25	18	16	11	11	11
Other	4	8	7	2	13	4
Duty Hours	1	4	0	3	4	1
Evaluation Appraisal	78	83	69	59	77	78
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	211	239	243	225	231	241
Sexual	13	13	12	18	15	17
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	13	22	8	8	7	9
Promotion/Non-Selection	157	158	127	138	165	158
Reassignment						
Denied	13	14	14	13	13	17
Directed	9	11	3	10	11	6
Reasonable Accommodation	47	54	50	52	83	71
Reinstatement	2	1	2	0	6	0
Religious Accommodation	0	0	0	0	0	1

Complaints by Issue Sec.1614.704 (e) <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
Retirement	8	6	4	9	3	5
Telework	0	0	0	0	0	1
Termination	56	24	17	13	49	42
Terms/Conditions of Employment	43	30	33	24	12	15
Time and Attendance	49	57	44	36	41	32
Training	27	18	10	8	15	12
Other	39	30	40	25	7	43

Processing Time Sec.1614.704(f) the average length of time it has taken an agency to complete, respectively, investigation in final action for:	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	185	193	251	265	286	284
Average number of days in final action stage	76	87	176	140	134	69
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage	183	191	244	243	258	281
Average number of days in final action stage	35	35	111	102	114	44
Complaints pending (for any length of time) during fiscal year						

Processing Time Sec.1614.704(f) the average length of time it has taken an agency to complete, respectively, investigation in final action for:	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
where hearing was not requested						
Average number of days in investigation stage	190	199	265	292	321	293
Average number of days in final action stage	132	154	243	186	152	77

Complaints Dismissed by Agency Sec.1614.704(g)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	86	55	75	41	87	62
Average days pending prior to dismissal	103	160	147	83	88	85
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	61	55	45	41	46	45

Total Final Actions Finding Discrimination (Sec.1614.704 (i))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data										2016 thru 09/30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		4		4		0		12		12	
Without Hearing	0	0	0	0	0	0	0	0	4	100	10	83
With Hearing	2	100	4	100	4	100	0	0	8	100	2	17

Findings of Discrimination Rendered by Basis Sec.1614.704(i) <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705 Previous Fiscal Year Data										2016 thru 09/30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		4		4		0		12		7	
Race	1	0	0	0	1	25	0	0	1	8	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	1	25	0	0	0	0	0	0
Reprisal	1	50	3	75	1	25	0	0	8	67	1	14
Sex	0	0	0	0	0	0	0	0	4	33	0	0
National Origin	0	0	0	0	0	0	0	0	1	8	0	0
Age	1	50	0	0	2	50	0	0	2	17	0	0
Disability	0	0	1	25	1	25	0	0	4	33	7	100
Non-EEO	0	0	0	0	0	0	0	0	1	8	0	0
Findings After Hearing	2	100	4	100	4	100	0	0	8	67	2	0
Race	1	50	0	0	1	25	0	0	1	13	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	1	25	0	0	0	0	0	0
Reprisal	1	50	3	75	1	25	0	0	7	88	1	50
Sex	0	0	0	0	0	0	0	0	3	38	0	0

Findings of Discrimination Rendered by Basis Sec.1614.704(i) <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705 Previous Fiscal Year Data)										2016 thru 09/30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	50	0	0	2	50	0	0	2	25	0	0
Disability	0	0	0	0	1	25	0	0	1	13	2	100
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	0	0	4	33	5	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	25	0	0
Sex	0	0	0	0	0	0	0	0	1	25	0	0
National Origin	0	0	0	0	0	0	0	0	1	25	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	0	0	0	0	0	0	0	0	3	75	5	100
Non-EEO	0	0	0	0	0	0	0	0	1	25	0	0

Findings of Discrimination Rendered by Issue Sec.1614.704(j) Findings of Discrimination Rendered by Basis Sec.1614.704(i)	Comparative Data (Sec. 1614.705 Previous Fiscal Year Data)										2016 thru 09/30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		4		4		0		12		7	
Appointment/Hire	0	0	0	0	0	0	0	0	1	8	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	14
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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	2	17	0	0
Suspension	0	0	0	0	0	0	0	0	1	8	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	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
Evaluation Appraisal	0	0	2	50	0	0	0	0	2	17	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	25	0	0	0	0	3	25	0	0

Findings of Discrimination Rendered by Issue Sec.1614.704(j) Findings of Discrimination Rendered by Basis Sec.1614.704(i)	Comparative Data (Sec. 1614.705 Previous Fiscal Year Data)										2016 thru 09/30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	2	100	4	100	4	100	0	0	8	67	2	0
Appointment/Hire	0	0	0	0	0	0	0	0	1	13	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	50
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Reprimand	0	0	0	0	0	0	0	0	2	25	0	0
Suspension	0	0	0	0	0	0	0	0	1	13	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	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
Evaluation Appraisal	0	0	2	50	0	0	0	0	2	25	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	25	0	0	0	0	3	38	0	0

Findings of Discrimination Rendered by Issue Sec.1614.704(j) Findings of Discrimination Rendered by Basis Sec.1614.704(i)	Comparative Data (Sec. 1614.705 Previous Fiscal Year Data)										2016 thru 09/30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Other	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status (Sec.1614.704(l))	Comparative Data Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	783	685	526	428	457	536
Total Complainants	646	642	414	364	396	454
Number complaints pending						
Investigation	40	41	54	13	95	83
ROI Issued, pending Complainant's action	1	3	2	0	2	5
Hearing	303	326	265	315	355	455
Final Agency Action	43	63	74	74	74	72
Appeals with EEOC Office of Federal Operations	152	149	131	195	236	

Complaint Investigations (Sec.1614.704(m))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
Pending Completion Where Investigation Exceeds	60	64	48	80	140	65

Complaint Investigations (Sec.1614.704(m))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2016 thru 09/30
	2011	2012	2013	2014	2015	
Required Time Frames						