

**PART I - PRE-COMPLAINT ACTIVITIES**

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
<b>TOTAL COMPLETED/ENDED COUNSELING</b>		
	COUNSELING	INDIVIDUALS
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>	1,051	955
C.1. COUNSELED WITHIN 30 DAYS	245	233
C.2. COUNSELED WITHIN 31 TO 90 DAYS	758	711
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	353	330
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	380	371
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	25	24
C.3. COUNSELED BEYOND 90 DAYS	48	48
C.4. COUNSELED DUE TO REMANDS	0	0
<b>D. PRE-COMPLAINT ACTIVITIES</b>	COUNSELING	INDIVIDUALS
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	197	196
D.2. INITIATED DURING THE REPORTING PERIOD	1,047	951
D.3. COMPLETED/ENDED COUNSELINGS	1,051	955
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	122	120
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	388	373
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	510	469
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	31	31
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	193	192

**E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
<b>E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL</b>	2	2	\$593.25
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	1	1	\$113.25
E.3. LUMP SUM PAYMENT	1	1	\$480.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00

**F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS
<b>F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL</b>	4	4
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	1	1
F.4. REASSIGNMENTS	2	2
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	1	1
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.14.	0	0

**G. ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
<b>G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL</b>	7	7	\$3,494.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	1	1	\$788.00
G.3. LUMP SUM PAYMENT	6	6	\$2,056.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$650.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00

**H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS
<b>H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL</b>	109	107
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	8	8
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	8	8
H.3. EXPUNGEMENTS	13	13
H.4. REASSIGNMENTS	40	40
H.5. REMOVALS RESCINDED	4	4
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	4	4
H.6. ACCOMMODATIONS	4	4
H.7. TRAINING	53	51
H.8. APOLOGY	1	1
H.9. DISCIPLINARY ACTIONS	6	5
H.9.a. RESCINDED	5	5
H.9.b. MODIFIED	1	1
H.10. PERFORMANCE EVALUATION MODIFIED	12	12
H.11. LEAVE RESTORED	4	4
H.12. NEUTRAL REFERENCE	2	2
H.13. Recognition of Service	2	2
H.14. Agency Improvements	6	6

**I. NON-ADR SETTLEMENTS**

	COUNSELING	INDIVIDUALS
<b>TOTAL</b>	6	6

**PART II - FORMAL COMPLAINT ACTIVITIES**

929	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
536	B. COMPLAINTS FILED
7	C. REMANDS (sum of lines C1+C2+C3)
4	C.1. REMANDS (NOT INCLUDED IN A OR B)
3	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
1,469	D. TOTAL COMPLAINTS
1,379	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
479	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
90	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
30	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
963	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
489	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
40	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	66,523			
A.1.b. PERMANENT EMPLOYEES	64,499			
<b>A.2. COUNSELOR</b>	234		89	
A.2.a. FULL-TIME	5	2.14	89	100
A.2.b. PART-TIME	1	0.43	0	0
A.2.c. COLLATERAL DUTY	228	97.44	0	0
<b>A.3. INVESTIGATOR</b>	0		163	
A.3.a. FULL-TIME	0	0	163	100
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
<b>A.4. COUNSELOR/INVESTIGATOR</b>	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

**B. AGENCY & CONTRACT STAFF TRAINING**

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>B.1. NEW STAFF (NS) - TOTAL</b>	76	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	76	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
<b>B.2. EXPERIENCED STAFF (ES) - TOTAL</b>	158	89	0	163	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	86	89	0	159	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	2	0	0	4	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	70	0	0	0	0	0

**C. REPORTING LINE**

1.	EEO DIRECTOR'S NAME:	Kojuan Almond	
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
			X
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	Dr. Reginald Wells	
	PERSON	Dr. Reginald Wells	
	TITLE	Deputy Commissioner for Human Resources	
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	Kojuan Almond	
	PERSON	Kojuan Almond	
	TITLE	Associate Commissioner, Office of Civil Rights and Equal Opportunity	
4.	WHO DOES THAT PERSON REPORT TO?	Kojuan Almond	
	PERSON	Kojuan Almond	
	TITLE	Associate Commissioner, Office of Civil Rights and Equal Opportunity	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Social Security Administration

REPORTING PERIOD: FY 2015

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	3	1	1	1	0	7	34	14	14
B. ASSIGNMENT OF DUTIES	0	0	0	12	1	0	1	2	11	69	28	28
C. AWARDS	0	0	0	5	0	0	2	0	2	20	11	11
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	1	4	2	2
E. DISCIPLINARY ACTION	1	2	0	16	2	1	3	1	30	129	53	52
E.1. DEMOTION	0	0	0	3	0	0	0	0	0	7	3	3
E.2. REPRIMAND	0	1	0	7	1	0	2	0	7	48	18	17
E.3. SUSPENSION	1	0	0	2	1	0	0	1	7	23	12	12
E.4. REMOVAL	0	1	0	2	0	0	1	0	8	20	9	9
E.5 5. other disciplinary action	0	0	0	2	0	1	0	0	8	31	11	11
E.6 6.	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	1	0	0	0	3	10	4	4
G. PERF. EVAL./APPRAISAL	1	0	0	29	7	1	5	5	47	190	73	71
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	3	0	60	23	1	14	5	129	552	214	202
I.1. NON-SEXUAL	0	3	0	60	23	1	14	5	123	533	202	190
I.2. SEXUAL									6	19	12	12
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	2	0	0	1	0	2	14	6	6
L. PROMOTION/NON-SELECTION	2	2	0	54	19	1	20	9	64	406	161	153
M. REASSIGNMENT	0	0	0	9	2	1	2	1	8	53	16	16
M.1. DENIED	0	0	0	5	1	1	1	1	5	34	9	9
M.2. DIRECTED	0	0	0	4	1	0	1	0	3	19	7	7
N. REASONABLE ACCOMMODATION									32	124	76	73
O. REINSTATEMENT	0	0	0	0	0	0	0	0	3	8	1	1
P. RELIGIOUS ACCOMMODATION									0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	7	4	4
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	1	4	1	1
T. TERMINATION	0	1	0	9	0	1	2	3	7	104	47	47
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	2	0	2	0	4	27	10	9
V. TIME AND ATTENDANCE	1	0	1	15	1	0	4	2	21	100	37	35
W. TRAINING	0	0	0	6	2	0	1	1	8	38	15	15
X. OTHER (Please specify below)	0	0	0	1	0	0	0	0	1	52	45	42
X.1. 1. Displeased with EEO Process	0	0	0	0	0	0	0	0	1	50	43	40
X.2. 2. Personnel Records	0	0	0	1	0	0	0	0	0	2	1	1
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	5	8	1	222	61	7	58	29	381			
TOTAL ALL COMPLAINTS FILED BY BASES	3	8	1	145	42	7	37	18	231			

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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Social Security Administration

REPORTING PERIOD: FY 2015

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINANTS BY BASES	2	8	1	132	41	7	33	18	200			

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AGENCY OR DEPARTMENT: Social Security Administration

REPORTING PERIOD: FY 2015

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	1	1	0	0	0	0			10	5	4	0	34	14	14
B. ASSIGNMENT OF DUTIES	8	6	0	0	1	3			17	3	4	0	69	28	28
C. AWARDS	1	2	0	0	1	2			4	0	1	0	20	11	11
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			1	1	1	0	4	2	2
E. DISCIPLINARY ACTION	11	7	0	1	4	1			15	15	19	0	129	53	52
E.1. DEMOTION	0	2	0	0	0	0			2	0	0	0	7	3	3
E.2. REPRIMAND	6	1	0	1	1	1			6	6	8	0	48	18	17
E.3. SUSPENSION	2	1	0	0	0	0			3	2	3	0	23	12	12
E.4. REMOVAL	0	1	0	0	1	0			1	1	4	0	20	9	9
E.5.	3	2	0	0	2	0			3	6	4	0	31	11	11
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	1	1	0	0	0	0			2	1	1	0	10	4	4
G. EVALUATION/APPRaisal	10	20	0	0	5	2			27	13	18	0	190	73	71
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	34	65	0	2	17	14			84	44	56	1	552	214	202
I.1. NON-SEXUAL	32	54	0	2	17	14			84	44	56	1	533	202	190
I.2. SEXUAL	2	11	0	0									19	12	12
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	3	1	0	0	0	0	0	0	3	1	1	0	14	6	6
L. PROMOTION/NON-SELECTION	27	29	1	0	9	6			106	13	44	0	406	161	153
M. REASSIGNMENT	1	5	0	0	0	1			10	7	6	0	53	16	16
M.1. DENIED	0	4	0	0	0	1			4	6	5	0	34	9	9
M.2. DIRECTED	1	1	0	0	0	0			6	1	1	0	19	7	7
N. REASONABLE ACCOMMODATION DISABILI				0						31	61	0	124	76	73
O. REINSTATEMENT	2	0	0	0	0	0			1	0	2	0	8	1	1
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	1	1	0	0	1	0			2	2	0	0	7	4	4
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	1	0	0	0	0			0	1	1	0	4	1	1
T. TERMINATION	6	3	0	0	5	4			16	25	22	0	104	47	47
U. TERMS/CONDITIONS OF EMPLOYMENT	2	1	0	0	1	1			5	3	5	0	27	10	9
V. TIME AND ATTENDANCE	3	8	0	0	2	1			8	14	19	0	100	37	35
W. TRAINING	4	1	0	0	0	2			6	4	3	0	38	15	15
X. OTHER (Please specify below)	8	5	0	0	4	2			13	8	10	0	52	45	42
X.1. Displeased with EEO Process	8	4	0	0	4	2			13	8	10	0	50	43	40
X.2. Personnel Records	0	1	0	0	0	0			0	0	0	0	2	1	1
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	123	157	1	3	50	39	0	0	330	191	278	1			
TOTAL ALL COMPLAINTS FILED BY BASES	73	100	1	2	34	27	0	0	224	102	162	1			

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AGENCY OR DEPARTMENT: Social Security Administration

REPORTING PERIOD: FY 2015

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINANTS BY BASES	67	97	1	2	33	27	0	0	211	91	145	1			

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AGENCY OR DEPARTMENT: Social Security Administration

REPORTING PERIOD: FY 2015

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)**

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	2	1	0	1	0	7	9	5	5	13	7	7
C. AWARDS	0	0	0	6	1	0	0	0	6	18	12	12	4	4	4
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	4	3	0	0	1	11	22	14	14	14	9	9
E.1. DEMOTION	0	0	0	0	2	0	0	0	1	3	2	2	1	1	1
E.2. REPRIMAND	0	0	0	2	0	0	0	1	6	17	10	10	5	3	3
E.3. SUSPENSION	0	0	0	2	1	0	0	0	4	2	2	2	8	5	5
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	5	1	0	0	0	15	25	16	16	23	9	9
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0
I. HARASSMENT	1	2	0	18	6	1	4	1	34	84	46	46	100	35	35
I.1. NON-SEXUAL	1	2	0	18	6	1	4	1	33	81	43	43	97	33	33
I.2. SEXUAL									1	3	3	3	3	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	1	3	2	2	1	1	1
L. PROMOTION/NON-SELECTION	0	0	0	13	7	0	0	1	23	62	29	29	68	27	24
M. REASSIGNMENT	0	0	0	5	1	0	0	0	3	9	5	5	9	5	5
M.1. DENIED	0	0	0	4	1	0	0	0	1	6	4	4	6	3	3
M.2. DIRECTED	0	0	0	1	0	0	0	0	2	3	1	1	3	2	2
N. REASONABLE ACCOMMODATION									7	15	9	9	23	14	14
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	1	0	0	0	0	0	0	0	0	3	1	1
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	1	0	2	1	0	1	0	0	8	5	5	4	2	2
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	3	0	0	0	0	2	16	8	8	3	2	2
V. TIME AND ATTENDANCE	0	0	0	7	2	0	1	1	9	18	11	11	18	6	6
W. TRAINING	0	0	0	0	3	0	0	0	2	11	4	4	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1. Displeased with EEO Process	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2. Personnel Records	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	1	2	0	38	19	1	1	1	60						
I.1A. NUMBER OF COUNSELINGS SETTLED	1	2	0	24	12	1	1	1	40						

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AGENCY OR DEPARTMENT: Social Security Administration

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**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)**

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1.1B. NUMBER OF COUNSELEES SETTLED WITH	1	2	0	24	10	1	1	1	40						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	1	0	36	7	0	6	4	80						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	1	0	18	4	0	5	2	42						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	1	0	17	3	0	5	2	36						



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AGENCY OR DEPARTMENT: Social Security Administration

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**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)**

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	1	1	0	0	0	0			3	1	4	0	9	5	5	13	7	7
C. AWARDS	0	1	0	0	0	0			6	0	1	0	18	12	12	4	4	4
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	2	1	0	0	3	1			4	2	5	0	22	14	14	14	9	9
E.1. DEMOTION	1	0	0	0	0	0			1	0	0	0	3	2	2	1	1	1
E.2. REPRIMAND	1	1	0	0	1	1			3	2	4	0	17	10	10	5	3	3
E.3. SUSPENSION	0	0	0	0	2	0			0	0	1	0	2	2	2	8	5	5
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	1	0	0	0	0			0	0	0	0	2	1	1	0	0	0
G. EVALUATION/APPRaisal	1	5	0	0	0	0			12	4	4	0	25	16	16	23	9	9
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	1	0	2	1	1	0	0	0
I. HARASSMENT	10	17	0	1	9	2			24	12	16	0	84	46	46	100	35	35
I.1. NON-SEXUAL	10	13	0	1	9	2			24	12	16	0	81	43	43	97	33	33
I.2. SEXUAL	0	4	0	0									3	3	3	3	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	1	1	0	0	0	0	0	0	0	0	0	0	3	2	2	1	1	1
L. PROMOTION/NON-SELECTION	7	12	0	0	5	4			41	0	9	0	62	29	29	68	27	24
M. REASSIGNMENT	3	0	0	0	0	1			2	1	1	0	9	5	5	9	5	5
M.1. DENIED	1	0	0	0	0	1			1	1	1	0	6	4	4	6	3	3
M.2. DIRECTED	2	0	0	0	0	0			1	0	0	0	3	1	1	3	2	2
N. REASONABLE ACCOMMODATION DISABILITY				0									15	9	9	23	14	14
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0
Q. RETIREMENT	0	1	0	0	0	0			1	0	0	0	0	0	0	3	1	1
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
T. TERMINATION	1	2	0	0	2	0			1	0	1	0	8	5	5	4	2	2
U. TERMS/CONDITIONS OF EMPLOYMENT	3	1	0	0	1	0			3	3	2	1	16	8	8	3	2	2
V. TIME AND ATTENDANCE	1	3	0	0	1	0			3	1	2	0	18	11	11	18	6	6
W. TRAINING	1	0	0	0	0	0			3	1	1	0	11	4	4	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1. 1. Displeased with EEO Process	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2. 2. Personnel Records	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	21	26	0	2	11	4	0	0	66	13	42	1						
I.1A. NUMBER OF COUNSELINGS SETTLED	11	18	0	1	10	4	0	0	43	10	25	1						

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**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)**

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.B. NUMBER OF COUNSELEES SETTLED WITH	11	18	0	1	10	4	0	0	43	10	25	1						
2. COMPLAINT SETTLEMENT ALLEGATIONS	13	26	0	0	11	5	0	0	45	19	25	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	10	17	0	0	8	3	0	0	31	10	20	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	9	16	0	0	7	3	0	0	28	9	19	0						

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**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	2	0	0	0	1	1	1	1	1
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	5	0	0	1	0	5	0	0	0	4	3	2	1	1
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	3	0	0	1	0	3	0	0	0	3	2	2	1	1
E.3. SUSPENSION	0	0	0	2	0	0	0	0	2	0	0	0	1	1	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	5	0	0	0	0	11	0	0	0	3	2	3	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	11	0	0	0	0	26	7	4	4	10	6	5	4	4
I.1. NON-SEXUAL	0	0	0	11	0	0	0	0	26	5	2	2	8	4	3	2	2
I.2. SEXUAL									0	2	2	2	2	2	2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	5	0	0	0	0	10	0	0	0	3	1	3	1	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	3	0	0	0	2	1	2	1	1
M.1. DENIED	0	0	0	0	0	0	0	0	3	0	0	0	2	1	2	1	1
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									3	4	3	3	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	3	2	2	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	0	0	0	0	0	2	1	1	1	1	0	0	0
V. TIME AND ATTENDANCE	0	0	0	4	0	0	0	0	0	0	0	0	3	2	2	1	1
W. TRAINING	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1. Displeased with EEO Process	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2. Personnel Records	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	3								
I.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	2								

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**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	2								
2. AJ Decision Findings	0	0	0	5	0	0	0	0	11								
2.2a. Number AJ Decisions With Findings	0	0	0	1	0	0	0	0	7								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	9								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	5								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	4								

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**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	0	0	0	0	0			1	0	1	0	0	0	0	1	1	1	1	1
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	2	1	0	1	0			4	0	0	0	0	0	0	4	3	2	1	1
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	1	1	1	0	0	0			2	0	0	0	0	0	0	3	2	2	1	1
E.3. SUSPENSION	0	1	0	0	1	0			2	0	0	0	0	0	0	1	1	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	5	1	0	0	0	0			7	0	2	0	0	0	0	3	2	3	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	7	6	0	0	0	0			9	0	6	0	7	4	4	10	6	5	4	4
I.1. NON-SEXUAL	7	3	0	0	0	0			9	0	6	0	5	2	2	8	4	3	2	2
I.2. SEXUAL	0	3	0	0									2	2	2	2	2	2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	6	5	0	0	1	0			11	0	6	0	0	0	0	3	1	3	1	1
M. REASSIGNMENT	1	1	0	0	1	0			0	0	1	0	0	0	0	2	1	2	1	1
M.1. DENIED	0	1	0	0	1	0			0	0	1	0	0	0	0	2	1	2	1	1
M.2. DIRECTED	1	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	7	0	4	3	3	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	3	0	3	2	2	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	1	2	0	0	0	0			2	0	2	0	2	1	1	1	1	0	0	0
V. TIME AND ATTENDANCE	3	2	0	0	0	0			2	0	2	0	0	0	0	3	2	2	1	1
W. TRAINING	1	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	1	0	0	0	0	0			0	0	1	0	0	0	0	0	0	0	0	0
X.1. 1. Displeased with EEO Process	1	0	0	0	0	0			0	0	1	0	0	0	0	0	0	0	0	0
X.2. 2. Personnel Records	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	4	1	0	0	3	0	0	0	0	0	5	0								
I.1a. Number FADs with Findings	2	1	0	0	1	0	0	0	0	0	3	0								

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**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1b. Number Complainants Issued FAD Findings	2	1	0	0	1	0	0	0	0	0	3	0								
2. AJ Decision Findings	0	6	0	0	0	0	0	0	3	0	2	0								
2.2a. Number AJ Decisions With Findings	0	5	0	0	0	0	0	0	3	0	1	0								
3. Final Agency Order Findings Implemented	0	5	0	0	0	0	0	0	2	0	2	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	4	0	0	0	0	0	0	2	0	1	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	3	0	0	0	0	0	0	2	0	1	0								

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**PART V - SUMMARY OF CLOSURES BY STATUTE**

408	A.1. TITLE VII
0	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
206	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
167	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
781	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

**PART VI - SUMMARY OF CLOSURES BY CATEGORY**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	509	296603	582.72
A.1. WITHDRAWALS	46	14247	309.72
A.1.a. NON-ADR WITHDRAWALS	45	14092	313.16
A.1.b. ADR WITHDRAWALS	1	155	155.00
A.2. SETTLEMENTS	75	49874	664.99
A.2.a. NON-ADR SETTLEMENTS	63	47342	751.46
A.2.b. ADR SETTLEMENTS	12	2532	211.00
A.3. FINAL AGENCY ACTIONS	388	232482	599.18
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	305	139675	457.95
B.1. FINDING DISCRIMINATION	4	4552	1,138.00
B.2. FINDING NO DISCRIMINATION	215	127573	593.36
B.3. DISMISSAL OF COMPLAINTS	86	7550	87.79
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	83	92807	1,118.16
C.1. AJ DECISION FULLY IMPLEMENTED	81	90553	1,117.94
C.1.a FINDING DISCRIMINATION	6	11958	1,993.00
C.1.b FINDING NO DISCRIMINATION	60	65045	1,084.08
C.1.c DISMISSAL OF COMPLAINTS	15	13550	903.33
C.2. AJ DECISION NOT FULLY IMPLEMENTED	2	2254	1,127.00
C.2.a FINDING DISCRIMINATION	2	2254	1,127.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	1	1135	1,135.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	1	1119	1,119.00
C.2.b FINDING NO DISCRIMINATION	0	0	0.00
C.2.c DISMISSAL OF COMPLAINTS	0	0	0.00

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**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	219	41039	187.39
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	16	1635	102.19
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	10	467	46.70
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	6	1168	194.67
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	135	24049	178.14
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	16	676	42.25
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	119	23373	196.41
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	57	12295	215.70
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	7	356	50.86
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	50	11939	238.78
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	11	3060	278.18
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	11	3060	278.18

**PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS**

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	85	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	46	\$1,521,488.20
B.1. BACK PAY/FRONT PAY	9	\$21,036.60
B.2. LUMP SUM PAYMENT	34	\$771,985.66
B.3. COMPENSATORY DAMAGES	8	\$248,507.47
B.4. ATTORNEY FEES AND COSTS	14	\$479,958.47
D. INTENTIONALLY LEFT BLANK		
B.5. 5.	0	\$0.00
B.6. 6.	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	66	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	1	0
F.1.a. RETROACTIVE	1	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	4	7
F.2.a. RETROACTIVE	2	0
F.2.b. NON-RETROACTIVE	2	7
F.3. EXPUNGEMENTS	6	5
F.4. REASSIGNMENTS	3	19
F.5. REMOVALS RESCINDED	7	1
F.5.a. REINSTATEMENT	2	1
F.5.b. VOLUNTARY RESIGNATION	5	0
F.6. ACCOMMODATIONS	1	3
F.7. TRAINING	10	11
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	9	2
F.9.a. RESCINDED	2	1
F.9.b. MODIFIED	7	1
F.10. PERFORMANCE EVALUATION MODIFIED	2	4
F.11. LEAVE RESTORED	6	5
F.12. NEUTRAL REFERENCE	2	1
F.13. 13. Post Notice	7	2
F.14. 14. Recognition of Service, Agency Improvements and Assignment of Duties	2	6



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**PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY**

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	963	479646			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	10	27	2.7	8	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	90	5173	57.48	723	
A.2. COMPLAINTS PENDING IN INVESTIGATION	316	65655	207.77	1164	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	14	4092	292.29	520	
A.3. COMPLAINTS PENDING IN HEARINGS	429	353246	823.42	3144	480-2011-00041X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	118	55545	470.72	3191	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	350	100338	286.68
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	350	100338	286.68
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	68	10493	154.31
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	235	61111	260.05
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	35	9461	270.31
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	200	51650	258.25
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	47	28734	611.36
A.4. CONTRACTOR INVESTIGATION COSTS	\$1,544,782.67		\$4,413.66

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**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**  
**INFORMAL PHASE PRE-COMPLAINT**

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	837	769		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	428	390		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	409	396		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
C.1. INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	37	37		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	159	156		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	106	103		
C.6.	0	0		
C.7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D.1. MEDIATION	302	294	11061	36.63
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
E.1. TOTAL CLOSED	409	396	14024	34.29
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	116	114	4223	36.41
E.1.b. NO FORMAL COMPLAINT FILED	114	111	3921	34.39
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	118	118	4115	34.87
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	49	49	1428	29.14
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	12	12	337	28.08

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**PART XI SUMMARY OF ADR PROGRAM ACTIVITIES**

**FORMAL PHASE (COMPLAINT FILED)**

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	394	358		
B.2. REJECTED BY COMPLAINANT	365	331		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	29	27		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	23	21		
C.1. INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	1	1		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	15	13		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	7	7		
C.6.	0	0		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	23	21	876	38.09
D.1. MEDIATION	23	21	876	38.09
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	29	27	1046	36.07
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	12	11	506	42.17
E.1.b. WITHDRAWAL FROM EEO PROCESS	1	1	10	10.00
E.1.c. NO RESOLUTION	16	15	530	33.13
E.1.d. NO ADR ATTEMPT	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	5	4	\$97,781.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	5	4	\$92,281.00	
F.1.d. ATTORNEY FEES AND COSTS	3	2	\$5,500.00	
F.1.e.	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	9	9		
F.2.a. HIRES	0	0		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	0	0		
F.2.b. PROMOTIONS	1	1		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	1	1		
F.2.c. EXPUNGEMENTS	2	2		
F.2.d. REASSIGNMENTS	4	4		
F.2.e. REMOVALS RESCINDED	1	1		
F.2.e.i. REINSTATEMENT	1	1		
F.2.e.ii. VOLUNTARY RESIGNATION	0	0		
F.2.f. ACCOMMODATIONS	0	0		
F.2.g. TRAINING	5	5		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	1	1		
F.2.i.i. RESCINDED	0	0		
F.2.i.ii. MODIFIED	1	1		
F.2.j. PERFORMANCE EVALUATION MODIFIED	1	1		
F.2.k. LEAVE RESTORED	2	2		
F.2.l. NEUTRAL REFERENCE	0	0		
F.2.m.	0	0		

**PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES**

**EEO ADR RESOURCES**

<b>A. NO LONGER COLLECTED</b>	
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>	66523
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	25
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	25
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
<b>D. EEO ADR FUNDING SPENT</b>	\$286,145.59

**E. EEO ADR CONTACT INFORMATION**

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Dianne Spriggs
E.2. TITLE	ADR Representative
E.3. TELEPHONE NUMBER	410-965-1766
E.4. EMAIL	dianne.spriggs@ssa.gov

**F. EEO ADR PROGRAM INFORMATION**

	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X
F.1a. If yes, is there a written policy requiring the participation?		
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

**CERTIFICATION AND CONTACT INFORMATION**

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2014 through September 30, 2015 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Kojuan Almond
TITLE OF CERTIFYING OFFICIAL:	Associate Commissioner
TELEPHONE NUMBER:	(410) 965-4531
E-MAIL:	kojuan.almond@ssa.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	30-10-2015

NAME OF PREPARER:	Joanne Cabrera
TITLE OF PREPARER:	EEO Specialist
TELEPHONE NUMBER:	(410) 965-4371
E-MAIL:	joanne.cabrera@ssa.gov
DATE:	30-10-2015

The FY 2015 Form 462 report must be "Accepted/Finalized" by EEOC by November 2, 2015 to be considered timely.

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REPORTING PERIOD: FY 2015

### Form 462 Comments

Part Name COMMENT( expression left | evaluation symbol | expression right | value1 | value2 | comment )

**Part I**

D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 197 | 195 | We reported 195 pending at the end of FY14. We are reporting 197 counselings on hand at the beginning of FY15. The difference of 2 cases represents the counselings that were filed during FY15 with a closure date in FY14, but were not entered into our complaints database until after the submission of our FY14 462 Report.

D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 196 | 194 | We reported 194 individuals pending counseling at the end of FY14, but we are reporting 196 individuals on hand at the beginning of FY15. The difference of 2 individuals represents the individuals whose cases were filed during FY15 with a closure date in FY14, but were not entered into our complaints database until after the submission of our FY14 462 Report.

D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 469 | 489 | Part I shows 469 individuals that filed formal and Part II shows 489 individuals that filed formal. The discrepancy is because 26 individuals had counselings closed in FY14 and filed formal in FY15.

D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 510 | 536 | Part I shows 510 complaints that filed formal and Part II shows 536 cases that filed formal. The discrepancy is because 26 complaints were filed formal in FY15 but had counselings closed in FY14.

**Part II**

A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 929 | 877 | On our FY14 462 Report, we reported 877 cases pending at the end of the FY14. We are reporting 929 cases on hand at the beginning of FY14. The 929 cases on hand at the beginning of FY14 includes class action cases.

**Part III**

B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 70 | 0 | We had 70 counselors nationwide who were not able to complete their training scheduled for FY 15 due to a scheduling conflict. They are scheduled to receive their FY15 in November 2015.