

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

Data as of September 30, 2014 (4th Qtr 2014)

Complaint Activity Sec.1614.704 (a),(b), and (c)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2014 thru 9/30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	477	565	489	496	481	459
Number of Complainants	413	510	448	453	437	434
Repeat Filers	51	44	35	37	36	24

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					2014 thru 9/30
	2009	2010	2011	2012	2013	
Race	181	215	214	179	181	184
Color	27	37	37	37	33	26
Religion	17	25	24	12	22	16
Reprisal	229	260	236	257	228	210
Sex	153	171	152	153	172	155
National Origin	51	67	42	49	53	47
Equal Pay Act	1	0	0	0	0	0
Age	211	236	202	193	176	184

Disability	155	153	140	163	150	149
Genetics	0	0	1	0	0	1
Pregnancy Discrimination Act	0	0	0	3	4	1
Non-EEO Basis	42	57	45	42	38	56

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					2014 thru 9/30
	2009	2010	2011	2012	2013	
Appointment/Hire	13	22	15	22	11	8
Assignment of Duties	46	60	50	51	36	37
Awards	33	49	24	23	34	9
Conversion to Full-time	1	3	3	0	1	1
Disciplinary Action						
Demotion	3	7	9	3	7	8
Reprimand	18	32	26	21	21	11
Removal	11	9	3	5	2	2
Suspension	9	30	25	18	16	11
Other	5	4	4	8	7	2
Duty Hours	4	3	1	4	0	3
Evaluation Appraisal	68	83	78	83	69	59
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	176	231	211	239	243	225
Sexual	13	17	13	13	12	18
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	24	14	13	22	8	8
Promotion/Non-Selection	160	161	157	158	127	138
Reassignment						
Denied	11	11	13	14	14	13
Directed	9	9	9	11	3	10

Reasonable Accommodation	58	43	47	54	50	52
Reinstatement	1	0	2	1	2	0
Retirement	5	2	8	6	4	9
Termination	43	51	56	24	17	13
Terms/Conditions of Employment	23	49	43	30	33	24
Time and Attendance	46	59	49	57	44	36
Training	31	21	27	18	10	8
Other	33	46	39	30	40	25

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					2014 thru 9/30
	2009	2010	2011	2012	2013	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	257	174	185	193	251	265
Average number of days in final action stage	104	89	76	87	176	140
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage	249	172	183	191	244	243
Average number of days in final action stage	18	15	35	35	111	102
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	271	180	190	199	265	292
Average number of days in final action stage	162	131	132	154	243	186

Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	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	0	0
Equal Pay Act	0	0	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	0	0
Disability	0	0	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	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)										2014 thru 9/30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		2		4		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	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
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	33	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	2	50	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	0	0	1	25	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	2	67	2	100	0	0	3	75	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	1	25	0	0
Directed	0	0	0	0	0	0	1	25	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	25	1	25	0	0
Reinstatement	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
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	1	25	0	0	0	0
Training	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
Findings After Hearing	0	0	3	100	2	100	4	100	4	100	0	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	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
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
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	33	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	2	50	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	0	0	1	25	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	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	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
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	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status (Sec.1614.704(I))	Comparative Data Previous Fiscal Year Data					2014 thru 9/30
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years	692	745	783	685	526	428
Total Complainants	574	611	646	642	414	364
Number complaints pending						
Investigation	48	50	40	41	54	13
ROI Issued, pending Complainant's action	4	0	1	3	2	0
Hearing	260	257	303	326	265	315
Final Agency Action	29	46	43	63	74	74

Appeals with EEOC Office of Federal Operations	84	131	152	149	131	195

Complaint Investigations (Sec.1614.704(m))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2014 thru 9/30
	2009	2010	2011	2012	2013	
Pending Completion Where Investigation Exceeds Required Time Frames	81	60	60	64	48	80