

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

Data as of March 31, 2010 (2nd Qtr 2010)

Complaint Activity Sec.1614.704 (a),(b), and (c)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2010 thru 3/31
	2005	2006	2007	2008	2009	
Number of Complaints Filed		394	397	442	477	282
Number of Complainants		350	361	401	407	273
Repeat Filers		31	22	31	45	8

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					2010 thru 3/31
	2005	2006	2007	2008	2009	
Race		165	175	163	184	94
Color		21	12	17	27	14
Religion		9	9	11	17	15
Reprisal		196	177	191	231	123
Sex		139	140	128	154	77
National Origin		54	51	59	51	39
Equal Pay Act		13	1	0	0	0

Age		131	156	188	211	114
Disability		151	105	163	189	76
Non-EEO basis		24	31	33	44	20

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					2010 thru 3/31
	2005	2006	2007	2008	2009	
Appointment/Hire		11	1	20	13	6
Assignment of Duties		32	29	44	48	28
Awards		26	54	36	38	24
Conversion to Full-time		1	5	0	1	1
Disciplinary Action						
Demotion		3	1	3	3	2
Reprimand		25	21	26	18	14
Removal		7	2	4	12	4
Suspension		29	27	15	10	11
Other		2	0	0	5	1
Duty Hours		5	3	5	4	0
Evaluation Appraisal		14	21	58	68	45
Examination/Test		1	0	0	0	1
Harassment						
Non-Sexual		101	61	99	132	82
Sexual		6	6	10	10	9
Medical Examination		0	0	0	0	0
Pay (Including Overtime)		16	6	13	24	2
Promotion/Non-Selection		131	149	182	163	78
Reassignment						
Denied		14	9	10	11	6
Directed		7	13	8	9	5
Reasonable Accommodation		47	35	50	57	18
Reinstatement		0	0	2	1	0

Retirement		3	1	0	5	1
Termination		33	17	20	41	22
Terms/Conditions of Employment		12	7	11	1	1
Time and Attendance		55	59	40	43	25
Training		16	18	20	31	12
Other		78	83	139	155	109

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					2010 thru 3/31
	2005	2006	2007	2008	2009	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage		256	246	259	259	203
Average number of days in final action stage		329	291	128	76	70
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage		222	219	274	284	191
Average number of days in final action stage		55	35	34	50	19
Complaints pending (for any length of time) during fiscal year where hearing was not requested						

Average number of days in investigation stage		328	269	276	274	225
Average number of days in final action stage		450	440	182	88	87

Complaints Dismissed by Agency Sec.1614.704(g)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2010 thru 3/31
	2005	2006	2007	2008	2009	
Total Complaints Dismissed by Agency		93	81	64	62	27
Average days pending prior to dismissal		109	187	61	58	51
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants		47	25	35	75	11

Total Final Actions Finding Discrimination (Sec.1614.704 (i))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data										2010 thru 3/31	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			10		5		6		1		3	
Without Hearing			0	0	1	20	0	0	0	0	0	0
With Hearing			10	100	4	80	6	100	1	100	3	100

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</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data					2010 thru 3/31
	2005	2006	2007	2008	2009	

complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			10		5		0		1		3	
Race			10	50	1	20	0	0	1	100	1	100
Color			0	0	0	0	0	0	0	0	0	0
Religion			2	10	0	0	0	0	0	0	0	0
Reprisal			8	30	0	0	0	0	0	0	1	100
Sex			2	10	3	60	0	0	1	100	1	100
National Origin			3	20	0	0	0	0	0	0	0	0
Age			9	50	0	0	0	0	1	100	1	100
Disability			4	40	2	40	0	0	0	0	0	0
Non-EEO			0	0	1	20	0	0	0	0	0	0
Findings After Hearing			10	100	0	0	6	100	1	100	1	100
Race			10	50	1	25	0	0	1	100	1	100
Color			0	0	0	0	0	0	0	0	0	0
Religion			2	10	0	0	0	0	0	0	0	0
Reprisal			8	30	0	0	6	33	0	0	1	100
Sex			2	10	3	75	3	33	1	100	1	100
National Origin			3	20	0	0	0	0	0	0	0	0
Equal Pay Act			0	0	0	0	0	0	0	0	0	0
Age			9	50	0	0	4	50	1	100	1	100

Assignment of Duties			3	10	0	0	0	0	0	0	1	100
Awards			8	30	0	0	0	0	0	0	1	100
Conversion to Full-time			0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion			0	0	0	0	0	0	0	0	0	0
Reprimand			0	0	0	0	0	0	0	0	0	0
Suspension			2	10	0	0	0	0	0	0	0	0
Removal			0	0	1	20	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	0	0
Duty Hours			0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal			0	0	0	0	0	0	0	0	0	0
Examination/Test			0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual			9	20	1	20	0	0	0	0	1	100
Sexual			0	0	0	0	0	0	0	0	0	0
Medical Examination			0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)			0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection			7	40	3	60	0	0	1	100	1	100
Reassignment												
Denied			0	0	0	0	0	0	0	0	0	0
Directed			1	10	0	0	0	0	0	0	0	0
Reasonable Accommodation			0	0	1	20	0	0	0	0	0	0
Reinstatement			0	0	0	0	0	0	0	0	0	0
Retirement			0	0	0	0	0	0	0	0	0	0
Termination			0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment			0	0	0	0	0	0	0	0	0	0
Time and Attendance			4	20	0	0	0	0	0	0	0	0
Training			3	10	1	20	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	1	100
Findings After Hearing			10	100	4	80	6	100	1	100	3	100

Appointment/Hire			1	10	0	0	0	0	0	0	0	0
Assignment of Duties			3	10	0	0	1	17	0	0	1	100
Awards			8	30	0	0	0	0	0	0	1	100
Conversion to Full-time			0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Reprimand			0	0	0	0	1	17	0	0	0	0
Suspension			2	10	0	0	1	17	0	0	0	0
Removal			0	0	1	25	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	0	0
Duty Hours			0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal			0	0	0	0	0	0	0	0	0	0
Examination/Test			0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual			9	20	1	25	1	17	0	0	1	100
Sexual			0	0	0	0	0	0	0	0	0	0
Medical Examination			0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)			0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection			7	40	2	50	3	50	1	100	1	100
Reassignment												
Denied			0	0	0	0	0	0	0	0	0	0
Directed			1	10	0	0	0	0	0	0	0	0
Reasonable Accommodation			0	0	1	25	2	33	0	0	0	0
Reinstatement			0	0	0	0	0	0	0	0	0	0
Retirement			0	0	0	0	0	0	0	0	0	0
Termination			0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment			0	0	0	0	1	17	0	0	0	0
Time and Attendance			4	20	0	0	1	17	0	0	0	0
Training			3	10	1	25	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	1	100
Findings Without Hearing			0	0	1	20	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					2010 thru 3/31
	2005	2006	2007	2008	2009	
Total complaints from previous Fiscal Years		346	255	379	379	582
Total Complainants		289	204	311	333	516
Number complaints pending						
Investigation		14	21	61	46	69
ROI Issued, pending Complainant's action		12	1	24	19	17
Hearing		192	156	232	273	378
Final Agency Action		128	76	62	41	118
Appeals with EEOC Office of Federal Operations		94	119	89	106	84

Complaint Investigations (Sec.1614.704(m))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2010 thru 3/31
	2005	2006	2007	2008	2009	
Pending Completion Where Investigation Exceeds Required Time Frames		215	73	158	65	33