

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

Data as of December 31, 2007 (1st Qtr 2008)

Complaint Activity Sec.1614.704 (a),(b), and (c)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2008 thru 12/31
	2003	2004	2005	2006	2007	
Number of Complaints Filed				394	402	100
Number of Complainants				353	366	96
Repeat Filers				29	22	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					2008 thru 12/31
	2003	2004	2005	2006	2007	
Race				165	175	37
Color				21	12	4
Religion				9	9	3
Reprisal				196	177	38
Sex				139	140	35
National Origin				54	51	17
Equal Pay Act				13	1	4

Age				131	156	48
Disability				151	105	32
Non-EEO basis				24	31	6

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					2008 thru 12/31
	2003	2004	2005	2006	2007	
Appointment/Hire				11	1	5
Assignment of Duties				32	29	10
Awards				26	54	8
Conversion to Full-time				1	5	0
Disciplinary Action						
Demotion				3	1	0
Reprimand				25	21	5
Removal				7	2	1
Suspension				29	27	3
Other				2	0	2
Duty Hours				5	3	1
Evaluation Appraisal				14	21	9
Examination/Test				1	0	0
Harassment						
Non-Sexual				101	61	18
Sexual				6	6	1
Medical Examination				0	0	0
Pay (Including Overtime)				16	6	1
Promotion/Non-Selection				131	149	49
Reassignment						
Denied				14	9	4
Directed				7	13	1
Reasonable Accommodation				47	35	10
Reinstatement				0	0	2
Retirement				3	1	0
Termination				33	17	4

Terms/Conditions of Employment				12	7	3
Time and Attendance				55	59	8
Training				16	18	1
Other				78	83	21

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					2008 thru 12/31
	2003	2004	2005	2006	2007	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage				304	244	301
Average number of days in final action stage				296	308	164
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage				274	235	321
Average number of days in final action stage				91	112	55
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage				331	251	301
Average number of days in final action stage				396	442	262

Complaints Dismissed by Agency Sec.1614.704(g)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2008 thru 12/31
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency				93	81	10
Average days pending prior to dismissal				109	187	97
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants				47	25	7

Total Final Actions Finding Discrimination (Sec.1614.704 (i))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data										2008 thru 12/31	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							10		5		2	
Without Hearing							0	0	1	20	0	0
With Hearing							10	100	4	80	2	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 complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										2008 thru 12/31	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							10		5		2	
Race							10	50	1	20	0	0
Color							0	0	0	0	0	0
Religion							2	10	0	0	0	0
Reprisal							8	30	0	0	0	0
Sex							2	10	3	60	1	50
National Origin							3	20	0	0	0	0
Age							9	50	0	0	1	50
Disability							4	40	2	40	2	100
Non-EEO							0	0	1	20	0	0
Findings After Hearing							10	100	0	0	0	0

Race							10	50	1	25	0	0
Color							0	0	0	0	0	0
Religion							2	10	0	0	0	0
Reprisal							8	30	0	0	0	0
Sex							2	10	3	75	1	50
National Origin							3	20	0	0	0	0
Equal Pay Act							0	0	0	0	0	0
Age							9	50	0	0	1	50
Disability							4	40	1	25	2	100
Non-EEO							0	0	1	25	0	0
Findings Without Hearing							0	0	0	0	0	0
Race							0	0	0	0	0	0
Color							0	0	0	0	0	0
Religion							0	0	0	0	0	0
Reprisal							0	0	0	0	0	0
Sex							0	0	0	0	0	0
National Origin							0	0	0	0	0	0
Equal Pay Act							0	0	0	0	0	0
Age							0	0	0	0	0	0
Disability							0	0	1	100	0	0

Non-EEO							0	0	0	0	0	0
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Findings of Discrimination Rendered by Issue Sec.1614.704(j)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data										2008 thru 12/31	
	2003		2004		2005		2006		2007		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings							10		5		2	
Appointment/Hire							1	10	0	0	0	0
Assignment of Duties							3	10	0	0	1	50
Awards							8	30	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Demotion							0	0	0	0	0	0
Reprimand							0	0	0	0	0	0
Suspension							2	10	0	0	0	0
Removal							0	0	1	20	0	0
Other							0	0	0	0	0	0
Duty Hours							0	0	0	0	0	0
Evaluation Appraisal							0	0	0	0	0	0
Examination/Test							0	0	0	0	0	0
Harassment												
Non-Sexual							9	20	1	20	0	0
Sexual							0	0	0	0	0	0
Medical Examination							0	0	0	0	0	0
Pay (Including Overtime)							0	0	0	0	0	0
Promotion/Non-Selection							7	40	3	60	1	50
Reassignment												
Denied							0	0	0	0	0	0
Directed							1	10	0	0	0	0
Reasonable Accommodation							0	0	1	20	0	0
Reinstatement							0	0	0	0	0	0
Retirement							0	0	0	0	0	0
Termination							0	0	0	0	0	0
Terms/Conditions of Employment							0	0	0	0	1	50

Time and Attendance							4	20	0	0	0	0
Training							3	10	1	20	0	0
Other							0	0	0	0	0	0
Findings After Hearing							10	100	4	80	0	0
Appointment/Hire							1	10	0	0	0	0
Assignment of Duties							3	10	0	0	1	50
Awards							8	30	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Reprimand							0	0	0	0	0	0
Suspension							2	10	0	0	0	0
Removal							0	0	1	25	0	0
Other							0	0	0	0	0	0
Duty Hours							0	0	0	0	0	0
Evaluation Appraisal							0	0	0	0	0	0
Examination/Test							0	0	0	0	0	0
Harassment												
Non-Sexual							9	20	1	25	0	0
Sexual							0	0	0	0	0	0
Medical Examination							0	0	0	0	0	0
Pay (Including Overtime)							0	0	0	0	0	0
Promotion/Non-Selection							7	40	2	50	1	50
Reassignment												
Denied							0	0	0	0	0	0
Directed							1	10	0	0	0	0
Reasonable Accommodation							0	0	1	25	0	0
Reinstatement							0	0	0	0	0	0
Retirement							0	0	0	0	0	0
Termination							0	0	0	0	0	0
Terms/Conditions of Employment							0	0	0	0	1	50
Time and Attendance							4	20	0	0	0	0
Training							3	10	1	25	0	0
Other							0	0	0	0	0	0
Findings Without Hearing							0	0	1	20	0	0
Appointment/Hire							0	0	0	0	0	0
Assignment of Duties							0	0	0	0	0	0

Awards							0	0	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Reprimand							0	0	0	0	0	0
Suspension							0	0	0	0	0	0
Removal							0	0	0	0	0	0
Other							0	0	0	0	0	0
Duty Hours							0	0	0	0	0	0
Evaluation Appraisal							0	0	0	0	0	0
Examination/Test							0	0	0	0	0	0
Harassment												
Non-Sexual							0	0	0	0	0	0
Sexual							0	0	0	0	0	0
Medical Examination							0	0	0	0	0	0
Pay (Including Overtime)							0	0	0	0	0	0
Promotion/Non-Selection							0	0	1	100	0	0
Reassignment												
Denied							0	0	0	0	0	0
Directed							0	0	0	0	0	0
Reasonable Accommodation							0	0	0	0	0	0
Reinstatement							0	0	0	0	0	0
Retirement							0	0	0	0	0	0
Termination							0	0	0	0	0	0
Terms/Conditions of Employment							0	0	0	0	0	0
Time and Attendance							0	0	0	0	0	0
Training							0	0	0	0	0	0
Other							0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status (Sec.1614.704(k))	Comparative Data Previous Fiscal Year Data					2008 thru 12/31
	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years				346	255	527

Total Complainants				289	204	434
Number complaints pending						
Investigation				14	21	222
ROI Issued, pending Complainant's action				12	1	12
Hearing				192	156	215
Final Agency Action				128	76	78

Complaint Investigations (Sec.1614.704(m))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2008 thru 12/31
	2003	2004	2005	2006	2007	
Pending Completion Where Investigation Exceeds Required Time Frames				215	73	124