

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

Data as of June 30, 2008 (3rd Qtr 2008)

| Complaint Activity Sec.1614.704 (a),(b), and (c) | Comparative Data (Sec.1614.705) Previous Fiscal Year Data | | | | | 2008 thru 06/30 |
|--|--|------|------|------|------|-----------------------|
| | 2003 | 2004 | 2005 | 2006 | 2007 | |
| Number of Complaints Filed | | | | 394 | 402 | 282 |
| Number of Complainants | | | | 353 | 366 | 260 |
| Repeat Filers | | | | 29 | 22 | 16 |
| | | | | | | |

| 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 06/30 |
|---|---|------|------|------|------|-----------------------|
| | 2003 | 2004 | 2005 | 2006 | 2007 | |
| Race | | | | 165 | 175 | 111 |
| Color | | | | 21 | 12 | 13 |
| Religion | | | | 9 | 9 | 7 |
| Reprisal | | | | 196 | 177 | 113 |
| Sex | | | | 139 | 140 | 89 |
| National Origin | | | | 54 | 51 | 27 |
| Equal Pay Act | | | | 13 | 1 | 0 |
| Age | | | | 131 | 156 | 124 |
| Disability | | | | 151 | 105 | 93 |
| Non-EEO basis | | | | 24 | 31 | 18 |

| 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 06/30 |
|--|---|------|------|------|------|-----------------------|
| | 2003 | 2004 | 2005 | 2006 | 2007 | |
| Appointment/Hire | | | | 11 | 1 | 8 |
| Assignment of Duties | | | | 32 | 29 | 31 |
| Awards | | | | 26 | 54 | 17 |
| Conversion to Full-time | | | | 1 | 5 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | | | | 3 | 1 | 0 |
| Reprimand | | | | 25 | 21 | 21 |
| Removal | | | | 7 | 2 | 3 |
| Suspension | | | | 29 | 27 | 10 |
| Other | | | | 2 | 0 | 1 |
| Duty Hours | | | | 5 | 3 | 5 |
| Evaluation Appraisal | | | | 14 | 21 | 36 |
| Examination/Test | | | | 1 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | | | | 101 | 61 | 57 |
| Sexual | | | | 6 | 6 | 5 |
| Medical Examination | | | | 0 | 0 | 0 |
| Pay (Including Overtime) | | | | 16 | 6 | 6 |
| Promotion/Non-Selection | | | | 131 | 149 | 114 |
| Reassignment | | | | | | |
| Denied | | | | 14 | 9 | 4 |
| Directed | | | | 7 | 13 | 4 |
| Reasonable Accommodation | | | | 47 | 35 | 37 |
| Reinstatement | | | | 0 | 0 | 2 |
| Retirement | | | | 3 | 1 | 0 |
| | | | | | | |

| | | | | | | |
|--------------------------------|--|--|--|----|----|----|
| Termination | | | | 33 | 17 | 10 |
| Terms/Conditions of Employment | | | | 12 | 7 | 5 |
| Time and Attendance | | | | 55 | 59 | 28 |
| Training | | | | 16 | 18 | 11 |
| Other | | | | 78 | 83 | 78 |

| 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 06/30 |
|---|---|------|------|------|------|-----------------|
| | 2003 | 2004 | 2005 | 2006 | 2007 | |
| Complaints pending (for any length of time) during fiscal year | | | | | | |
| Average number of days in investigation stage | | | | 304 | 244 | 269 |
| Average number of days in final action stage | | | | 296 | 308 | 271 |
| Complaints pending (for any length of time) during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation stage | | | | 274 | 235 | 365 |
| Average number of days in final action stage | | | | 91 | 112 | 28 |
| Complaints pending (for any length of time) during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation stage | | | | 331 | 251 | 264 |
| Average number of days in final action stage | | | | 396 | 442 | 416 |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

| Complaints Dismissed by Agency Sec.1614.704(g) | Comparative Data (Sec.1614.705) Previous Fiscal Year Data | | | | | 2008 thru 06/30 |
|--|---|------|------|------|------|-----------------|
| | 2003 | 2004 | 2005 | 2006 | 2007 | |
| | | | | | | |

| | | | | | | |
|---|--|--|--|-----|-----|----|
| Total Complaints Dismissed by Agency | | | | 93 | 81 | 47 |
| Average days pending prior to dismissal | | | | 109 | 187 | 97 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total complaints Withdrawn by Complainants | | | | 47 | 25 | 29 |

| Total Final Actions Finding Discrimination (Sec.1614.704 (i)) | Comparative Data (Sec.1614.705) Previous Fiscal Year Data | | | | | | | | | | 2008 thru 06/30 | |
|---|---|---|------|---|------|---|------|-----|------|----|-----------------|-----|
| | 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 06/30 | |
|---|--|---|------|---|------|---|------|----|------|----|-----------------|----|
| | 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 |

| | | | | | | | | | | | | | |
|--------------------------------|--|--|--|--|--|--|--|---|---|---|-----|---|---|
| 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 06/30 |
|--|---|------|------|------|------|-----------------------|
| | 2003 | 2004 | 2005 | 2006 | 2007 | |
| Total complaints from previous Fiscal Years | | | | 346 | 255 | 596 |
| Total Complainants | | | | 289 | 204 | 329 |
| Number complaints pending | | | | | | |
| Investigation | | | | 14 | 21 | 78 |
| ROI Issued, pending Complainant's action | | | | 12 | 1 | 6 |
| Hearing | | | | 192 | 156 | 265 |
| Final Agency Action | | | | 128 | 76 | 65 |

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| Complaint Investigations (Sec.1614.704(m)) | Comparative Data (Sec.1614.705) Previous Fiscal Year Data | | | | | 2008 thru 06/30 |
|---|---|------|------|------|------|-----------------------|
| | 2003 | 2004 | 2005 | 2006 | 2007 | |
| Pending Completion Where Investigation Exceeds Required Time Frames | | | | 215 | 73 | 126 |