

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

Data as of December 31, 2008 (1st Qtr 2009)

Complaint Activity Sec.1614.704 (a),(b), and (c)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2009 thru 12/31
	2004	2005	2006	2007	2008	
Number of Complaints Filed			394	397	442	107
Number of Complainants			350	361	401	103
Repeat Filers			31	22	31	3

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					2009 thru 12/31
	2004	2005	2006	2007	2008	
Race			165	175	163	35
Color			21	12	17	5
Religion			9	9	11	5
Reprisal			196	177	191	45
Sex			139	140	128	37
National Origin			54	51	59	9
Equal Pay Act			13	1	0	0

Age			131	156	188	37
Disability			151	105	163	43
Non-EEO basis			24	31	33	12

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					2009 thru 12/31
	2004	2005	2006	2007	2008	
Appointment/Hire			11	1	20	2
Assignment of Duties			32	29	44	12
Awards			26	54	36	12
Conversion to Full-time			1	5	0	0
Disciplinary Action						
Demotion			3	1	3	0
Reprimand			25	21	26	2
Removal			7	2	4	0
Suspension			29	27	15	4
Other			2	0	0	1
Duty Hours			5	3	5	2
Evaluation Appraisal			14	21	58	11
Examination/Test			1	0	0	0
Harassment						
Non-Sexual			101	61	99	27
Sexual			6	6	10	5
Medical Examination			0	0	0	0
Pay (Including Overtime)			16	6	13	6
Promotion/Non-Selection			131	149	182	26
Reassignment						
Denied			14	9	10	2
Directed			7	13	8	1
Reasonable Accommodation			47	35	50	12
Reinstatement			0	0	2	0

Retirement			3	1	0	2
Termination			33	17	20	10
Terms/Conditions of Employment			12	7	11	0
Time and Attendance			55	59	40	12
Training			16	18	20	8
Other			78	83	139	47

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					2009 thru 12/31
	2004	2005	2006	2007	2008	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage			304	244	282	295
Average number of days in final action stage			296	308	248	125
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage			274	235	287	246
Average number of days in final action stage			91	112	24	20
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage			331	251	278	315
Average number of days in final action stage			396	442	383	182

Complaints Dismissed by Agency Sec.1614.704(g)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2009 thru 12/31
	2004	2005	2006	2007	2008	
Total Complaints Dismissed by Agency			93	81	64	2
Average days pending prior to dismissal			109	187	61	88
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants			47	25	35	7

Total Final Actions Finding Discrimination (Sec.1614.704 (i))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data										2009 thru 12/31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					10		5		6		0	
Without Hearing					0	0	1	20	0	0	0	0
With Hearing					10	100	4	80	6	100	0	0

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										2009 thru 12/31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					10		5		0		0	
Race					10	50	1	20	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					2	10	0	0	0	0	0	0
Reprisal					8	30	0	0	0	0	0	0

Sex					2	10	3	60	0	0	0	0
National Origin					3	20	0	0	0	0	0	0
Age					9	50	0	0	0	0	0	0
Disability					4	40	2	40	0	0	0	0
Non-EEO					0	0	1	20	0	0	0	0
Findings After Hearing					10	100	0	0	6	100	0	0
Race					10	50	1	25	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					2	10	0	0	0	0	0	0
Reprisal					8	30	0	0	6	33	0	0
Sex					2	10	3	75	3	33	0	0
National Origin					3	20	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					9	50	0	0	4	50	0	0
Disability					4	40	1	25	8	50	0	0
Non-EEO					0	0	1	25	0	0	0	0
Findings Without Hearing					0	0	0	0	0	0	0	0
Race					0	0	0	0	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0

Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					7	40	3	60	0	0	0	0
Reassignment												
Denied					0	0	0	0	0	0	0	0
Directed					1	10	0	0	0	0	0	0
Reasonable Accommodation					0	0	1	20	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					4	20	0	0	0	0	0	0
Training					3	10	1	20	0	0	0	0
Other					0	0	0	0	0	0	0	0
Findings After Hearing					10	100	4	80	6	100	0	0
Appointment/Hire					1	10	0	0	0	0	0	0
Assignment of Duties					3	10	0	0	1	17	0	0
Awards					8	30	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Reprimand					0	0	0	0	1	17	0	0
Suspension					2	10	0	0	1	17	0	0
Removal					0	0	1	25	0	0	0	0
Other					0	0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	0	0
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					9	20	1	25	1	17	0	0
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					7	40	2	50	3	50	0	0
Reassignment												
Denied					0	0	0	0	0	0	0	0
Directed					1	10	0	0	0	0	0	0

Reasonable Accommodation					0	0	1	25	2	33	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	1	17	0	0
Time and Attendance					4	20	0	0	1	17	0	0
Training					3	10	1	25	0	0	0	0
Other					0	0	0	0	0	0	0	0
Findings Without Hearing					0	0	1	20	0	0	0	0
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	0	0
Awards					0	0	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Reprimand					0	0	0	0	0	0	0	0
Suspension					0	0	0	0	0	0	0	0
Removal					0	0	0	0	0	0	0	0
Other					0	0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	0	0
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					0	0	0	0	0	0	0	0
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					0	0	1	100	0	0	0	0
Reassignment												
Denied					0	0	0	0	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0

Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	0	0	0	0	0	0
Training					0	0	0	0	0	0	0	0
Other					0	0	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					2009 thru 12/31
	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years			346	255	379	690
Total Complainants			289	204	311	560
Number complaints pending						
Investigation			14	21	61	344
ROI Issued, pending Complainant's action			12	1	24	59
Hearing			192	156	232	223
Final Agency Action			128	76	62	64

Complaint Investigations (Sec.1614.704(m))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2009 thru 12/31
	2004	2005	2006	2007	2008	
Pending Completion Where Investigation Exceeds Required Time Frames			215	73	158	154