

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

Data as of March 31, 2009 (2nd Qtr 2009)

Complaint Activity Sec.1614.704 (a),(b), and (c)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2009 thru 03/31
	2004	2005	2006	2007	2008	
Number of Complaints Filed			394	397	442	220
Number of Complainants			350	361	401	209
Repeat Filers			31	22	31	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					2009 thru 03/31
	2004	2005	2006	2007	2008	
Race			165	175	163	90
Color			21	12	17	10
Religion			9	9	11	9
Reprisal			196	177	191	101
Sex			139	140	128	73
National Origin			54	51	59	25
Equal Pay Act			13	1	0	3
Age			131	156	188	99
Disability			151	105	163	96

Non-EEO basis			24	31	33	25

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 03/31
	2004	2005	2006	2007	2008	
Appointment/Hire			11	1	20	5
Assignment of Duties			32	29	44	19
Awards			26	54	36	12
Conversion to Full-time			1	5	0	0
<b>Disciplinary Action</b>						
Demotion			3	1	3	0
Reprimand			25	21	26	7
Removal			7	2	4	2
Suspension			29	27	15	7
Other			2	0	0	3
Duty Hours			5	3	5	3
Evaluation Appraisal			14	21	58	38
Examination/Test			1	0	0	0
<b>Harassment</b>						
Non-Sexual			101	61	99	61
Sexual			6	6	10	7
Medical Examination			0	0	0	0
Pay (Including Overtime)			16	6	13	14
Promotion/Non-Selection			131	149	182	68
<b>Reassignment</b>						
Denied			14	9	10	5
Directed			7	13	8	5
Reasonable Accommodation			47	35	50	32
Reinstatement			0	0	2	0
Retirement			3	1	0	4
Termination			33	17	20	22

Terms/Conditions of Employment			12	7	11	27
Time and Attendance			55	59	40	21
Training			16	18	20	16
Other			78	83	139	44

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 03/31
	2004	2005	2006	2007	2008	
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage			304	244	282	272
Average number of days in final action stage			296	308	248	103
<b>Complaints pending (for any length of time) during fiscal year where hearing was requested</b>						
Average number of days in investigation stage			274	235	287	267
Average number of days in final action stage			91	112	24	19
<b>Complaints pending (for any length of time) during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage			331	251	278	270
Average number of days in final action stage			396	442	383	202

Complaints Dismissed by Agency Sec.1614.704(g)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2009 thru 03/31
	2004	2005	2006	2007	2008	
Total Complaints Dismissed by Agency			93	81	64	24
Average days pending prior to dismissal			109	187	61	94
<b>Complaints Withdrawn by Complainants</b>						
Total complaints Withdrawn by Complainants			47	25	35	39

Total Final Actions Finding Discrimination (Sec.1614.704 (i))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data										2009 thru 03/31	
	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 03/31	
	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



National Origin					0	0	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					0	0	0	0	0	0	0	0
Disability					0	0	1	100	0	0	0	0
Non-EEO					0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue Sec.1614.704(j)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data										2009 thru 03/31	
	2004		2005		2006		2007		2008		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>					10		5		0		0	
Appointment/Hire					1	10	0	0	0	0	0	0
Assignment of Duties					3	10	0	0	0	0	0	0
Awards					8	30	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion					0	0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0	0
Suspension					2	10	0	0	0	0	0	0
Removal					0	0	1	20	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
<b>Harassment</b>												
Non-Sexual					9	20	1	20	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					7	40	3	60	0	0	0	0
<b>Reassignment</b>												

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
<b>Findings After Hearing</b>					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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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
<b>Reassignment</b>												
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
<b>Findings Without Hearing</b>					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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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
<b>Reassignment</b>												
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 03/31
	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years			346	255	379	557
Total Complainants			289	204	311	479
<b>Number complaints pending</b>						
Investigation			14	21	61	139
ROI Issued, pending Complainant's action			12	1	24	64
Hearing			192	156	232	290
Final Agency Action			128	76	62	64

Complaint Investigations (Sec.1614.704(m))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2009 thru 03/31
	2004	2005	2006	2007	2008	
Pending Completion Where Investigation Exceeds Required Time Frames			215	73	158	119