

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

Data as of December 31, 2011 (1st Qtr 2012)

Complaint Activity Sec.1614.704 (a),(b), and (c)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2012 thru 12/31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	426	466	477	562	489	128
Number of Complainants	385	421	413	510	448	124
Repeat Filers	26	31	51	44	35	4

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					2012 thru 12/31
	2007	2008	2009	2010	2011	
Race	184	174	181	214	215	39
Color	12	18	27	36	35	5
Religion	10	12	17	25	24	2
Reprisal	190	197	229	259	238	61
Sex	149	137	154	169	152	38
National Origin	53	62	51	67	41	10
Equal Pay Act	1	0	1	0	0	0
Age	165	199	211	236	204	52
Disability	116	163	156	153	142	40

Genetics	0	0	0	0	1	0
Pregnancy Discrimination Act	0	0	0	0	0	1
Non-EEO Basis	33	33	42	58	44	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					2012 thru 12/31
	2007	2008	2009	2010	2011	
Appointment/Hire	2	18	14	22	15	7
Assignment of Duties	30	43	46	60	49	17
Awards	55	35	33	49	24	18
Conversion to Full-time	5	0	1	3	3	0
Disciplinary Action						
Demotion	4	7	3	7	9	0
Reprimand	21	27	18	32	26	3
Removal	6	7	11	9	3	1
Suspension	32	19	9	30	25	1
Other	0	2	5	4	2	1
Duty Hours	2	5	4	3	1	1
Evaluation Appraisal	22	60	68	82	77	21
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	101	135	176	231	210	63
Sexual	7	8	13	17	13	4
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	6	15	24	14	13	5
Promotion/Non-Selection	149	177	160	161	156	44
Reassignment						
Denied	12	10	11	11	12	2
Directed	13	9	9	9	9	2
Reasonable Accommodation	38	55	58	43	47	14
Reinstatement	0	2	1	0	2	0
Retirement	7	8	5	2	8	3

Termination	25	27	43	51	56	10
Terms/Conditions of Employment	7	11	1	5	6	0
Time and Attendance	60	44	45	53	44	11
Training	19	23	31	21	27	3
Other	39	77	66	96	101	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					2012 thru 12/31
	2007	2008	2009	2010	2011	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	226	281	249	174	188	170
Average number of days in final action stage	304	153	179	205	155	161
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage	200	276	247	172	187	167
Average number of days in final action stage	97	15	34	8	42	58
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	253	286	251	175	189	171
Average number of days in final action stage	447	239	257	284	261	249

Complaints Dismissed by Agency Sec.1614.704(g)	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2012 thru

Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	100	0	0	0	0	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					2012 thru 12/31
	2007	2008	2009	2010	2011	
Total complaints from previous Fiscal Years	604	575	692	745	783	790
Total Complainants	487	478	574	611	646	660
Number complaints pending						
Investigation	25	66	48	50	39	113
ROI Issued, pending Complainant's action	1	4	4	0	1	24
Hearing	117	169	241	240	293	427
Final Agency Action	59	49	48	63	75	114
Appeals with EEOC Office of Federal Operations	97	68	84	133	152	171

Complaint Investigations (Sec.1614.704(m))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data					2012 thru 12/31
	2007	2008	2009	2010	2011	
Pending Completion Where Investigation Exceeds Required Time Frames	85	182	83	61	62	56