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

Data as of June 30, 2012 (3nd Qtr 2012)

Complaint Activity Sec.1614.704 (a),(b), and (c)	Comp F	2012 thru 6/30						
	2007	2007 2008 2009 2010 2011						
Number of Complaints Filed	426	466	477	562	489	371		
Number of Complainants	385	421	413	510	448	349		
Repeat Filers	26	31	51	44	35	19		

Complaints by Basis Sec.1614.704(d) Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Pr	2012				
	2007	2008	2009	2010	2011	thru 6/30
Race	184	174	181	214	215	126
Color	12	18	27	36	36	25
Religion	10	12	17	25	25	11
Reprisal	190	197	229	259	238	194
Sex	149	137	154	169	152	108
National Origin	53	62	51	67	42	31
Equal Pay Act	1	0	1	0	0	0
Age	165	199	211	236	204	147

Disability	116	163	156	153	142	124
Genetics	0	0	0	0	1	0
Pregnancy Discrimination Act	0	0	0	0	0	3
Non-EEO Basis	33	33	42	58	44	33

Complaints by Issue Sec.1614.704 (e) Note: Complaints can be filed alleging multiple	Cor		/e Data ( us Fiscal			2012
issues. The sum of the issues may not equal total complaints filed.	2007	2008	2009	2010	2011	thru 6/30
Appointment/Hire	2	18	14	22	15	16
Assignment of Duties	30	43	46	60	49	34
Awards	55	35	33	49	24	21
Conversion to Full-time	5	0	1	3	3	0
Disciplinary Action						
Demotion	4	7	3	7	9	2
Reprimand	21	27	18	32	26	14
Removal	6	7	11	9	3	3
Suspension	32	19	9	30	25	8
Other	0	2	5	4	3	5
Duty Hours	2	5	4	3	1	2
Evaluation Appraisal	22	60	68	82	77	60
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	101	135	176	231	210	169
Sexual	7	8	13	17	13	10
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	6	15	24	14	13	16
Promotion/Non-Selection	149	177	160	161	156	117
Reassignment		•				
Denied	12	10	11	11	12	8
Directed	13	9	9	9	9	9
Reasonable Accommodation	38	55	58	43	47	40
Reinstatement	0	2	1	0	2	0

Retirement	7	8	5	2	8	5
Termination	25	27	43	51	56	16
Terms/Conditions of Employment	7	11	1	5	6	4
Time and Attendance	60	44	45	53	44	32
Training	19	23	31	21	27	8
Other	39	77	66	96	101	35

Processing Time Sec.1614.704(f) the average length of time it has taken an agency to complete, respectively, investigation in final action for:	Pro	2012 thru				
	2007	2008	2009	2010	2011	6/30
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	226	281	249	174	188	169
Average number of days in final action stage	304	153	180	208	149	164
Complaints pending ( <i>for any length of time</i> ) during fiscal year where hearing was requested						
Average number of days in investigation stage	200	276	248	172	186	170
Average number of days in final action stage	97	15	34	15	36	36
Complaints pending ( <i>for any length of time</i> ) during fiscal year where hearing was not requested						
Average number of days in investigation stage	253	286	251	176	190	168
Average number of days in final action stage	445	239	260	284	261	284

						thru
	2007	2008	2009	2010	2011	6/30
Total Complaints Dismissed by Agency	96	75	81	92	99	46
Average days pending prior to dismissal	226	82	184	92	99	147
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	30	41	77	41	53	44

Total Final Actions Finding Discrimination (Sec.1614.704 (i))	Comparative Data (Sec.1614.705) Previous Fiscal Year Data										20	)12 thru
	20	2007 2		2008		2009		010		2011	6/30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		3		0		3		2		4	
Without Hearing	1	20	0	0	0	0	0	0	0	0	0	0
With Hearing	4	80	3	100	0	0	3	100	2	100	4	100

Findings of Discrimination Rendered by Basis Sec.1614.704(i) Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total	Comparative Data (Sec. 1614.705 Previous Fiscal Year Data											
complaints and findings.	20	2007		7 2008		2009		010	2011		tł	012 nru /30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		3		0		3		2		4	
Race	1	20	0	0	0	0	0	0	1	50	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	33	0	0	1	33	1	50	3	75

Sex	3	60	1	33	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	2	67	1	50	0	0
Disability	2	40	2	67	0	0	0	0	0	0	1	25
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	4	80	3	100	0	0	3	100	2	100	4	100
Race	1	25	0	0	0	0	0	0	1	50	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	33	0	0	1	33	1	50	3	75
Sex	3	75	1	33	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	2	67	1	50	0	0
Disability	1	25	2	67	0	0	0	0	0	0	1	25
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1	20	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0

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

Findings of Discrimination Rendered by Issue Sec.1614.704(j)	endered by Issue Comparative Data (Sec. 1614.705												
Findings of Discrimination Rendered by Basis Sec.1614.704(i)	20	007	2	008	2	009	2010		2	2011		2 thru '30	
300.1014.704(1)	#	%	# %		# %		# %		#	%	#	%	
Total Number Findings	5		3		0		3		2		4		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties	0	0	1	33	0	0	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	1	20	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours	0	0	0	0	0	0	1	33	0	0	0	0	
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	2	50	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment													
Non-Sexual	0	0	1	33	0	0	0	0	0	0	1	25	

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	2	40	1	33	0	0	2	67	2	100	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	1	25
Reasonable Accommodation	1	20	0	0	0	0	0	0	0	0	1	25
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	1	33	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	25
Training	1	20	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	4	80	3	100	0	0	3	100	2	100	4	100
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	33	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	1	25	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	33	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	2	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	33	0	0	0	0	0	0	1	25
Sexual	0	0	0	0	0	0	0	0	0	0	0	0

Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	2	50	1	33	0	0	2	67	2	100	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	1	25
Reasonable Accommodation	1	25	0	0	0	0	0	0	0	0	1	25
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	1	33	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	25
Training	1	25	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1	20	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0

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Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
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							
	2007	2008	2009	2010	2011	2012 thru 6/30			
Total complaints from previous Fiscal Years	604	575	692	745	783	685			
Total Complainants	487	478	574	611	646	611			
Number complaints pending									
Investigation	25	66	48	50	39	46			
ROI Issued, pending Complainant's action	1	4	4	0	1	6			
Hearing	117	169	241	239	283	357			
Final Agency Action	59	49	48	64	71	103			
Appeals with EEOC Office of Federal Operations	97	68	84	132	152	173			

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Complaint Investigations (Sec.1614.704(m))		•	e Data Is Fisca	•	14.705) ata	2012 thru
	2007	2008	2009	2010	2011	6/30
Pending Completion Where Investigation Exceeds Required Time Frames	85	182	83	62	63	55