Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

SSA Internal Complaint Activity

For 3rd Quarter 2024 for period ending June 30, 2024

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 6/30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	514	457	306	348	474	412
Number of Complainants	469	406	279	319	423	377
Repeat Filers	45	47	27	29	47	33

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 6/30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	**2019**	**2020**	**2021**	**2022**	**2023**	
Race	181	170	110	131	169	137
Color	36	27	24	41	54	36
Religion	21	21	16	31	41	30
Reprisal	258	259	193	185	240	221
Sex	178	163	115	126	184	123
PDA	3	2	2	7	5	8
National Origin	63	54	43	50	88	58
Equal Pay Act	0	1	7	8	4	11
Age	161	148	89	107	140	128
Disability	234	214	148	187	317	284
Genetics	1	2	0	4	8	7
Non-EEO	58	53	39	52	45	42

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 6/30
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Starting in FY 2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.	**2019**	**2020**	**2021**	**2022**	**2023**	
Appointment/Hire	6	8	5	3	6	5
Assignment of Duties*	63	43	47	0	0	0
Awards	30	11	5	10	9	7
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	6	3	6	4	5	6
Reprimand**	36	36	28	0	0	0
Suspension	38	33	27	23	20	16
Removal	18	11	5	5	6	7
Disciplinary Warning**	0	0	9	0	0	0
Other Disciplinary Actions**	0	0	0	26	34	26
Duty Hours*	8	2	6	0	0	0
Perf. Eval./ Appraisal	86	75	61	50	58	58
Examination/Test	1	0	1	0	1	1
Harassment						
Non-Sexual	295	271	164	207	242	232
Sexual	10	19	12	6	11	7
Medical Examination	1	0	1	0	7	4
Pay including overtime	17	6	11	9	14	7
Promotion/Non-Selection	87	61	53	63	81	58
Reassignment						
Denied/Directed	16	11	5	6	6	16
Directed	9	7	2	2	3	0
Reasonable Accommodation Disability	137	104	73	91	215	170

Reinstatement*	1	0	0	0	0	0
Religious Accommodation	2	1	1	6	4	6
Retirement*	15	18	10	0	0	0
Sex-Stereotyping	0	0	1	1	0	0
Telework	8	19	4	9	48	45
Termination	41	43	29	26	41	44
Terms/Conditions of Employment*	15	43	20	0	0	0
Time and Attendance	76	63	37	44	56	54
Training	15	15	10	7	11	23
Other Terms/Conditions of Employment*	0	0	0	92	96	82

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 6/30
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	159	175	211	157	171	177
Average number of days in final action	39	50	50	33	32	31
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	163	176	206	165	175	182
Average number of days in final action	23	23	26	24	18	19
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	158	175	216	154	169	176
Average number of days in final action	56	81	67	45	52	43

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 6/30
	2019	2020	2021	2022	2023	
Total Complaints Dismissed by Agency	57	41	39	22	25	33
Average days pending prior to dismissal	88	72	112	87	62	30
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	57	39	44	33	30	27

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 6/30	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		5		6		3		6		5	
Without Hearing	1	100	2	40	4	67	2	67	1	17	2	40
With Hearing	0	0	3	60	2	33	1	33	5	83	3	60

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 6/30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		5		6		3		6		5	
Race	0	0	0	0	1	17	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	100	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	4	80	1	17	1	33	3	50	1	20
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	17	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	17	0	0	0	0	1	20
Disability	0	0	3	60	5	83	3	100	3	50	3	60
Genetics	0	0	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 After Hearing	0		3		2		1		5		3	
Race	0	0	0	0	1	50	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	3	100	0	0	0	0	3	60	1	33
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	20	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	50	0	0	0	0	0	0
Disability	0	0	1	33	2	100	1	100	2	40	2	67

Genetics	0	0	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 Without Hearing	1		2		4		2		1		2	
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	1	100	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	50	1	25	1	50	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	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	1	50
Disability	0	0	2	100	3	75	2	100	1	100	1	50
Genetics	0	0	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	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 6/30	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed. **Starting in FY 2022, issues marked with:** *** are reported under Other Terms / Conditions of Employment.** **** are reported under Other Disciplinary Actions.**	**2019**		**2020**		**2021**		**2022**		**2023**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total Number Findings	1		5		6		3		6		5	
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/Perm Status*	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	1	20
Reprimand**	0	0	1	20	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	2	33	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	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
Perf. Eval./ Appraisal	0	0	0	0	1	17	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	2	40	1	17	1	33	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	1	33	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	2	40	0	0	0	0	0	0	1	20
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	17	0	0	0	0	0	0

Reasonable Accommodation Disability	0	0	2	40	3	50	2	67	3	50	2	40
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	1	100	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	1	20	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	1	20	1	17	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	2	40	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	2	33	1	20
Findings After Hearing	0		3		2		1		5		3	
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/Perm Status*	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	1	33
Reprimand**	0	0	1	33	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	2	40	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	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
Perf. Eval./ 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	2	67	1	50	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

Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	2	67	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	1	50	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	33	0	0	1	100	2	40	2	67
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	1	33	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	1	33	1	50	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	2	40	0	0
Findings Without Hearing	1		2		4		2		1		2	
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/Perm Status*	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	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	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
Perf. Eval./ Appraisal	0	0	0	0	1	25	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	1	50	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	1	50	0	0	0	0
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	1	50
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 Disability	0	0	1	50	3	75	1	50	1	100	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	1	100	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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	2	100	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	50

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 6/30
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	406	431	279	175	117	221
Total Complainants	341	377	240	150	104	200
Number complaints pending						
Investigation	11	22	3	0	2	1
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	352	355	250	158	106	193
Final Agency Action	50	72	26	17	9	22
Appeal with EEOC Office of Federal Operations	273	270	213	89	98	143

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 6/30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	4	41	5	0	8	3