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

			Compar	ative Data		
Complaint Activity		Previou	s Fiscal Ye	ear Data		2024
	2019	2020	2021	2022	2023	Thru 6/30
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 Davis		C	Compar	ative D	ata	
Complaints by Basis	Pr	evious	Fiscal '	Year Da	ata	2024
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	Thru 6/30
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

Commission to have I arms		C	ompar	ative D	ata	
Complaints by Issue	Pre	evious	Fiscal `	Year D	ata	
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	2024 Thru 6/30
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

			Compar	ative Dat	a	
Processing Time		Previous	Fiscal Y	ear Data	ı	2024
	2019	2020	2021	2022	2023	Thru 6/30
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 reque	sted				
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

		(Compar	ative Da	ta	
Complaints Dismissed by Agency]	Previous	Fiscal Y	ear Dat	a	2024
	2019	2020	2021	2022	2023	Thru 6/30
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 Con	plainan	ts			
Total Complaints Withdrawn by Complainants	57	39	44	33	30	27

				(Com	para	tiv	e Dat							
]	Pre	vious	Fisc	cal Y	ear	Data	ı		ı	024			
Total Final Agency Actions Finding Discrimination	20	019	2	020	20	021	20)22	20)23	ı	hru 5/30			
	#	%	#	%	#	%	#	%	#	%	#	%			
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 Dissuincia of on Dondoned by Doois	Comparative Data											
Findings of Discrimination Rendered by Basis			Pre	evious	Fis	scal Y	ear	Data				024
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints	2	019	2	020	2	021	2	022	2	023		hru /30
and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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											
Findings of Discrimination Rendered by Issue			Pr	evious	s Fis	cal Y	ear	Data)24
Note: Complaints can be filed alleging multiple	2	019	2	020	2	021	20	022	2	023		hru /30
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.	#	%	#	%	#	%	#	%	#	%	#	%
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	4		•		-		-				•	•
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	1	100	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

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	1	100	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	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
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

		Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status	Pr	2024									
	2019	2020	2021	2022	2023	Thru 6/30					
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					

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