

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

SSA-Root (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	519	479	532	514	457	73
Number of Complainants	469	429	480	469	406	69
Repeat Filers	40	44	45	45	47	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	207	156	197	181	170	27
Color	37	28	31	36	27	6
Religion	24	29	21	21	21	5
Reprisal	251	245	279	258	259	35
Sex	179	131	183	178	163	27
PDA	2	3	3	3	2	0
National Origin	82	55	64	63	54	11
Equal Pay Act	1	0	1	0	1	3
Age	195	143	190	161	148	25
Disability	202	207	233	234	214	33
Genetics	0	1	2	1	2	0
Non-EEO	62	46	45	58	53	7

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	15	5	10	6	8	1
Assignment of Duties	21	39	55	63	43	10
Awards	8	17	14	30	11	0
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	5	10	6	3	4
Reprimand	20	25	31	36	36	7
Suspension	11	21	29	38	33	4
Removal	2	12	12	18	11	1
Other	4	0	1	0	0	0
Duty Hours	1	2	6	8	2	0
Perf. Eval./ Appraisal	78	98	104	86	75	10
Examination/Test	0	2	2	1	0	0
Harassment						
Non-Sexual	241	255	275	295	271	32
Sexual	17	16	20	10	19	2
Medical Examination	0	0	2	1	0	0
Pay including overtime	9	18	10	17	6	4
Promotion/Non-Selection	158	87	112	87	61	20
Reassignment						
Denied	17	11	16	16	11	1

Directed	11	9	3	9	7	0
Reasonable Accommodation Disability	71	104	108	137	104	18
Reinstatement	0	1	1	1	0	0
Religious Accommodation	1	5	5	2	1	0
Retirement	5	10	9	15	18	2
Sex-Stereotyping	0	0	0	0	0	1
Telework	1	11	19	8	19	1
Termination	42	47	24	41	43	4
Terms/Conditions of Employment	15	29	32	15	43	4
Time and Attendance	32	50	63	76	63	8
Training	12	13	12	15	15	1
Other						
Other	43	1	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	284	258	203	159	175	224
Average number of days in final action	69	50	52	39	50	70
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	281	232	182	163	176	209
Average number of days in final action	44	52	42	23	33	29
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	293	308	218	158	175	238

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	0	0
Disability	5	100	0	0	1	100	0	0	2	100	1	100
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										2021 Thru 12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		10		4		1		5		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	14	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	1	20	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
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	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	2	50	0	0	2	40	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

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
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	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	20	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
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 Disability	5	100	0	0	1	100	1	100	1	50	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	0	0	0	0	0	0	2	100	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2021 Thru 12-31					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	536	514	524	406	431	594						
Total Complainants	454	422	427	344	377	494						
Number complaints pending												
Investigation	83	77	52	11	22	113						
ROI issued, pending Complainant's action	5	0	1	0	0	31						
Hearing	455	483	502	352	355	384						
Final Agency Action	72	46	41	50	72	65						
Appeal with EEOC Office of Federal Operations	212	300	240	273	270	220						
Complaint Investigations	Comparative Data						2021 Thru 12-31					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceed Required Time Frames	65	69	66	4	41	35						