

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
C. TOTAL COMPLETED/ENDED COUNSELINGS	998	897
C.1. COUNSELED WITHIN 30 DAYS	237	228
C.2. COUNSELED WITHIN 31 TO 90 DAYS	723	671
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	347	325
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	360	348
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	16	16
C.3. COUNSELED BEYOND 90 DAYS	38	33
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	193	192
D.2. INITIATED DURING THE REPORTING PERIOD	977	889
D.3. COMPLETED/ENDED COUNSELINGS	998	897
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	131	127
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	367	351
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	478	444
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	22	22
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	172	172

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	2	2
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	1	1
F.4. REASSIGNMENTS	1	1
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.14.14	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	6	6	\$4,473.39
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	6	6	\$4,473.39
G.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	123	120
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	8	8
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	8	8
H.3. EXPUNGEMENTS	12	12
H.4. REASSIGNMENTS	34	34
H.5. REMOVALS RESCINDED	2	2
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	2	2
H.6. ACCOMMODATIONS	5	5
H.7. TRAINING	69	67
H.8. APOLOGY	2	2
H.9. DISCIPLINARY ACTIONS	8	8
H.9.a. RESCINDED	6	6
H.9.b. MODIFIED	2	2
H.10. PERFORMANCE EVALUATION MODIFIED	17	17
H.11. LEAVE RESTORED	10	10
H.12. NEUTRAL REFERENCE	1	1
H.13. AGENCY IMPROVEMENTS - WORKING CONDITIONS	3	3
H.14	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	2	2

PART II - FORMAL COMPLAINT ACTIVITIES

959	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
518	B. COMPLAINTS FILED
11	C. REMANDS (sum of lines C1+C2+C3)
7	C.1. REMANDS (NOT INCLUDED IN A OR B)
4	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C. 2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
1,484	D. TOTAL COMPLAINTS
1,400	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
448	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
84	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
24	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
1,016	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
469	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
38	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	64,600			
A.1.b. PERMANENT EMPLOYEES	63,627			
A.2. COUNSELOR	212		7	
A.2.a. FULL-TIME	7	3.3	7	100
A.2.b. PART-TIME	3	1.42	0	0
A.2.c. COLLATERAL DUTY	202	95.28	0	0
A.3. INVESTIGATOR	0		103	
A.3.a. FULL-TIME	0	0	50	48.54
A.3.b. PART-TIME	0	0	34	33.01
A.3.c. COLLATERAL DUTY	0	0	19	18.45
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	33	0	0	1	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	33	0	0	1	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	179	7	0	102	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	25	0	0	102	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	137	7	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	17	0	0	0	0	0

C. REPORTING LINE

1. EEO DIRECTOR'S NAME: Kojuan Almond

1a. DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD? YES NO
X

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
 PERSON Kojuan Almond
 TITLE Associate Commissioner

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
 PERSON Kojuan Almond
 TITLE Associate Commissioner

4. WHO DOES THAT PERSON REPORT TO?
 PERSON Carolyn Colvin
 TITLE Acting Commissioner

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Social Security Administration

REPORTING PERIOD: FY 2016

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	3	1	0	2	0	6	36	15	15
B. ASSIGNMENT OF DUTIES	0	0	0	4	0	0	1	0	11	44	21	21
C. AWARDS	0	0	0	2	0	0	2	0	5	16	8	8
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	1	1	1	1
E. DISCIPLINARY ACTION	0	1	0	7	2	0	2	3	19	84	39	39
E.1. DEMOTION	0	0	0	1	0	0	0	0	1	5	1	1
E.2. REPRIMAND	0	1	0	5	2	0	2	3	14	58	22	22
E.3. SUSPENSION	0	0	0	1	0	0	0	0	1	16	11	11
E.4. REMOVAL	0	0	0	0	0	0	0	0	1	3	2	2
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	2	2	2	2
E.6 Other	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	1	0	0	0	0	0	3	1	1
G. PERF. EVAL./APPRAISAL	2	2	0	25	5	0	6	5	50	193	76	74
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	4	10	0	70	25	3	13	14	133	626	252	237
I.1. NON-SEXUAL	4	10	0	70	25	3	13	14	127	606	241	225
I.2. SEXUAL									6	20	17	17
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	1	0	0	1	1	0	1	1	8	23	9	9
L. PROMOTION/NON-SELECTION	2	4	1	41	17	3	17	7	70	394	155	149
M. REASSIGNMENT	0	0	0	8	3	2	3	1	15	70	22	22
M.1. DENIED	0	0	0	6	2	1	3	0	10	52	19	19
M.2. DIRECTED	0	0	0	2	1	1	0	1	5	18	6	6
N. REASONABLE ACCOMMODATION									29	117	71	66
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								1	0	1	1	1
Q. RETIREMENT	0	0	0	2	1	0	1	1	3	21	5	5
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	2	0	0	0	0	7	28	11	11
T. TERMINATION	1	1	0	19	3	0	2	2	16	124	53	53
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	6	1	0	4	0	15	62	26	23
V. TIME AND ATTENDANCE	1	1	0	7	1	0	1	2	21	71	31	31
W. TRAINING	0	0	0	2	1	0	1	1	7	32	12	12
X. OTHER (Please specify below)	1	0	0	7	0	0	2	0	10	45	41	41
X.1. Displeased with the EEO Process	0	0	0	1	0	0	1	0	3	11	3	3
X.2. Personnel Records	0	0	0	2	0	0	0	0	1	6	3	3
X.3. Resignation	1	0	0	4	0	0	1	0	6	28	11	11
X.4. Other	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	12	19	1	207	61	8	58	38	426			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Social Security Administration

REPORTING PERIOD: FY 2016

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINTS FILED BY BASES	8	13	1	130	47	6	37	23	251			
TOTAL ALL COMPLAINANTS BY BASES	6	12	1	120	43	6	33	23	218			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Social Security Administration

REPORTING PERIOD: FY 2016

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	3	4	0	1	1	1			6	4	4	0	36	15	15
B. ASSIGNMENT OF DUTIES	0	7	1	0	2	0			8	2	8	0	44	21	21
C. AWARDS	1	1	0	0	0	1			2	0	2	0	16	8	8
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	1	1	1
E. DISCIPLINARY ACTION	3	4	1	0	3	4			12	11	12	0	84	39	39
E.1. DEMOTION	0	1	0	0	0	0			1	0	1	0	5	1	1
E.2. REPRIMAND	3	3	0	0	2	3			7	7	6	0	58	22	22
E.3. SUSPENSION	0	0	1	0	1	1			4	3	4	0	16	11	11
E.4. REMOVAL	0	0	0	0	0	0			0	1	1	0	3	2	2
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	2	2	2
E.6. Other	0	0	0	0	0	0			0	0	0	0	0	0	0
E.7	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	0	1	0	0	0	0			1	0	0	0	3	1	1
G. EVALUATION/APPRaisal	14	13	0	0	6	10			27	9	19	0	193	76	74
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	35	69	6	0	22	23			87	45	67	0	626	252	237
I.1. NON-SEXUAL	32	59	5	0	22	23			87	45	67	0	606	241	225
I.2. SEXUAL	3	10	1	0									20	17	17
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	2	0	0	1	1	0	0	1	3	2	0	23	9	9
L. PROMOTION/NON-SELECTION	25	37	1	0	17	13			88	13	38	0	394	155	149
M. REASSIGNMENT	4	5	1	0	3	2			8	5	10	0	70	22	22
M.1. DENIED	1	4	1	0	3	1			6	5	9	0	52	19	19
M.2. DIRECTED	3	1	0	0	0	1			2	0	1	0	18	6	6
N. REASONABLE ACCOMMODATION DISABILITY				1						23	64	0	117	71	66
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													1	1	1
Q. RETIREMENT	2	0	0	0	0	1			2	4	4	0	21	5	5
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	3	0	0	0	0			4	2	10	0	28	11	11
T. TERMINATION	7	5	1	0	5	1			19	15	27	0	124	53	53
U. TERMS/CONDITIONS OF EMPLOYMENT	2	7	2	0	1	1			9	5	9	0	62	26	23
V. TIME AND ATTENDANCE	0	6	0	0	1	2			7	5	16	0	71	31	31
W. TRAINING	1	5	0	0	2	0			7	2	3	0	32	12	12
X. OTHER (Please specify below)	0	3	1	0	1	1			8	4	7	0	45	41	41
X.1. Displeased with the EEO Process	0	1	0	0	0	1			2	1	1	0	11	3	3
X.2. Personnel Records	0	1	0	0	0	0			1	0	1	0	6	3	3
X.3. Resignation	0	1	1	0	1	0			5	3	5	0	28	11	11
X.4. Other	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	97	172	14	2	65	61	0	0	296	152	302	0			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Social Security Administration

REPORTING PERIOD: FY 2016

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINTS FILED BY BASES	69	103	10	2	43	37	0	0	191	85	169	0			
TOTAL ALL COMPLAINANTS BY BASES	59	98	7	2	43	33	0	0	176	77	149	0			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Social Security Administration

REPORTING PERIOD: FY 2016

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	BASES OF ALLEGED DISCRIMINATION IN SETELEMETS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	0	1	0	0	0	2	2	1	1	3	2	2
B. ASSIGNMENT OF DUTIES	0	1	0	6	0	0	0	0	6	23	13	13	10	5	5
C. AWARDS	0	0	0	3	1	0	0	0	4	18	6	6	1	1	1
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	1	0	12	0	0	4	1	13	46	19	19	32	10	10
E.1. DEMOTION	0	0	0	1	0	0	0	0	1	2	1	1	1	1	1
E.2. REPRIMAND	0	0	0	7	0	0	2	1	4	17	10	10	22	6	6
E.3. SUSPENSION	0	0	0	3	0	0	1	0	6	21	6	6	9	2	2
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	1	0	1	0	0	1	0	2	6	2	2	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	1	3	1	1	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	11	5	0	3	1	17	48	19	19	42	15	14
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	5	0	28	4	1	10	5	40	94	45	45	144	46	39
I.1. NON-SEXUAL	0	5	0	28	4	1	10	5	35	94	45	45	129	38	32
I.2. SEXUAL									5	0	0	0	15	8	7
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	2	0	0	0	0	0	6	3	3	3	2	2
L. PROMOTION/NON-SELECTION	0	0	0	8	7	0	5	4	19	68	31	31	60	22	18
M. REASSIGNMENT	0	0	0	7	0	0	3	0	6	1	1	1	33	9	9
M.1. DENIED	0	0	0	5	0	0	2	0	5	1	1	1	25	7	7
M.2. DIRECTED	0	0	0	2	0	0	1	0	1	0	0	0	8	2	2
N. REASONABLE ACCOMMODATION									9	20	17	17	30	16	15
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	1	0	0	0	0	1	0	0	0	4	1	1
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	1	0	0	2	1	0	2	1	2	10	6	6	8	5	5
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	2	0	0	1	1	4	17	9	9	8	3	3
V. TIME AND ATTENDANCE	0	0	0	7	0	1	3	0	6	18	9	9	17	5	3
W. TRAINING	0	0	0	2	0	0	0	0	1	9	5	5	0	0	0
X. OTHER (Please specify below)	0	0	0	1	0	0	0	0	0	4	4	4	6	3	3
X.1. Displeased with the Process	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2
X.2. Personnel Records	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. Resignation	0	0	0	1	0	0	0	0	0	0	0	0	4	1	1
X.4. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	1	3	0	50	13	2	11	8	57						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1.1A. NUMBER OF COUNSELINGS SETTLED	1	3	0	30	12	1	9	7	42						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	1	3	0	29	11	1	9	7	40						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	4	0	42	6	0	20	5	74						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	3	0	21	2	0	10	3	38						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	3	0	12	2	0	6	3	29						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
	A. APPOINTMENT/HIRE	0	0		0	0	0	0										
B. ASSIGNMENT OF DUTIES	1	2	0	0	0	0			8	1	7	0	23	13	13	10	5	5
C. AWARDS	1	4	0	0	0	0			4	0	2	0	18	6	6	1	1	1
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	3	3	1	0	2	4			15	5	7	0	46	19	19	32	10	10
E.1. DEMOTION	0	0	0	0	0	0			1	0	0	0	2	1	1	1	1	1
E.2. REPRIMAND	1	2	1	0	1	1			10	2	5	0	17	10	10	22	6	6
E.3. SUSPENSION	2	1	0	0	1	2			4	3	2	0	21	6	6	9	2	2
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	1			0	0	0	0	6	2	2	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			1	0	1	0	3	1	1	0	0	0
G. EVALUATION/APPRaisal	2	11	0	0	4	1			14	5	14	0	48	19	19	42	15	14
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	11	24	0	0	8	7			30	19	27	0	94	45	45	144	46	39
I.1. NON-SEXUAL	10	17	0	0	8	7			30	19	27	0	94	45	45	129	38	32
I.2. SEXUAL	1	7	0	0									0	0	0	15	8	7
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	1	1	0	0	0	0	0	0	3	1	1	0	6	3	3	3	2	2
L. PROMOTION/NON-SELECTION	6	6	0	0	5	1			36	5	21	0	68	31	31	60	22	18
M. REASSIGNMENT	0	3	0	0	0	0			3	5	7	0	1	1	1	33	9	9
M.1. DENIED	0	2	0	0	0	0			2	4	6	0	1	1	1	25	7	7
M.2. DIRECTED	0	1	0	0	0	0			1	1	1	0	0	0	0	8	2	2
N. REASONABLE ACCOMMODATION DISABILITY				0						13	28	0	20	17	17	30	16	15
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	1	1	0	0	0	0	4	1	1
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
T. TERMINATION	1	0	0	0	1	0			2	3	3	0	10	6	6	8	5	5
U. TERMS/CONDITIONS OF EMPLOYMENT	1	3	0	0	1	0			3	1	4	0	17	9	9	8	3	3
V. TIME AND ATTENDANCE	1	0	0	0	0	1			2	3	9	0	18	9	9	17	5	3
W. TRAINING	2	0	0	0	0	0			1	1	2	0	9	5	5	0	0	0
X. OTHER (Please specify below)	0	0	0	0	1	0			0	1	4	0	4	4	4	6	3	3
X.1. Displeased with the Process	0	0	0	0	0	0			0	0	1	0	0	0	0	2	2	2
X.2. Personnel Records	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3. Resignation	0	0	0	0	0	0			0	1	1	0	0	0	0	4	1	1
X.4. Other	0	0	0	0	1	0			0	0	2	0	4	4	4	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	22	25	1	0	11	8	0	0	70	28	68	0						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	17	17	1	0	11	5	0	0	49	19	41	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	16	16	1	0	11	5	0	0	48	19	40	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	9	36	0	0	12	7	0	0	60	37	72	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	7	19	0	0	8	6	0	0	34	17	32	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	7	17	0	0	8	5	0	0	32	13	22	0						

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	1	0	0	0	2	1	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	1	0	0	0	2	1	0	0	0
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									1	5	5	5	2	1	2	1	1
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	1
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	2								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	2								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
	BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS																			
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	3	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	2	1	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	2	1	0	0	0
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	1	2	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0					0	6	0	5	5	5	2	1	2	1	1	1
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	1	0	0	0	0	1	1	1	1	1
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	5	0								

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 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Social Security Administration

REPORTING PERIOD: FY 2016

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	5	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	5	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	2	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	2	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								

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PART V - SUMMARY OF CLOSURES BY STATUTE

367	A.1. TITLE VII
2	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
202	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
168	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
1	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
740	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	470	246775	525.05
A.1. WITHDRAWALS	45	17141	380.91
A.1.a. NON-ADR WITHDRAWALS	44	16919	384.52
A.1.b. ADR WITHDRAWALS	1	222	222.00
A.2. SETTLEMENTS	79	47234	597.90
A.2.a. NON-ADR SETTLEMENTS	76	46118	606.82
A.2.b. ADR SETTLEMENTS	3	1116	372.00
A.3. FINAL AGENCY ACTIONS	346	182400	527.17
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	287	110448	384.84
B.1. FINDING DISCRIMINATION	5	4585	917.00
B.2. FINDING NO DISCRIMINATION	220	100596	457.25
B.3. DISMISSAL OF COMPLAINTS	62	5267	84.95
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	59	71952	1,219.53
C.1. AJ DECISION FULLY IMPLEMENTED	58	70190	1,210.17
C.1.a. FINDING DISCRIMINATION	2	4373	2,186.50
C.1.b. FINDING NO DISCRIMINATION	50	61444	1,228.88
C.1.c. DISMISSAL OF COMPLAINTS	6	4373	728.83
C.2. AJ DECISION NOT FULLY IMPLEMENTED	1	1762	1,762.00
C.2.a. FINDING DISCRIMINATION	1	1762	1,762.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	1	1762	1,762.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	225	16836	74.83
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	29	2113	72.86
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	21	887	42.24
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	8	1226	153.25
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	147	11073	75.33
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	82	3608	44.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	65	7465	114.85
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	38	2874	75.63
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	28	981	35.04
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	10	1893	189.30
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	11	776	70.55
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	7	102	14.57
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	4	674	168.50

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	86	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	47	\$805,472.82
B.1. BACK PAY/FRONT PAY	3	\$15,265.35
B.2. LUMP SUM PAYMENT	37	\$546,193.27
B.3. COMPENSATORY DAMAGES	4	\$52,000.00
B.4. ATTORNEY FEES AND COSTS	11	\$192,014.20
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	64	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	1	2
F.1.a. RETROACTIVE	1	1
F.1.b. NON-RETROACTIVE	0	1
F.2. PROMOTIONS	2	2
F.2.a. RETROACTIVE	2	0
F.2.b. NON-RETROACTIVE	0	2
F.3. EXPUNGEMENTS	4	5
F.4. REASSIGNMENTS	3	22
F.5. REMOVALS RESCINDED	7	5
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	7	5
F.6. ACCOMMODATIONS	3	6
F.7. TRAINING	6	13
F.8. APOLOGY	0	2
F.9. DISCIPLINARY ACTIONS	0	2
F.9.a. RESCINDED	0	1
F.9.b. MODIFIED	0	1
F.10. PERFORMANCE EVALUATION MODIFIED	0	4
F.11. LEAVE RESTORED	7	3
F.12. NEUTRAL REFERENCE	2	1
F.13. POST NOTICE	5	2
F.14.	0	0

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	1016	554016			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	7	41	5.86	28	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	68	2809	41.31	398	
A.2. COMPLAINTS PENDING IN INVESTIGATION	248	47558	191.77	1491	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	9	3889	432.11	619	
A.3. COMPLAINTS PENDING IN HEARINGS	558	448759	804.23	3510	480-2011-00041X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	135	54849	406.29	3557	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	550	280548	510.09
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	140274	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	32120	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	68547	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	9648	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	58899	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	39607	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	550	140274	255.04
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	200	32120	160.60
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	276	68547	248.36
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	38	9648	253.89
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	238	58899	247.47
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	74	39607	535.23
A.4. CONTRACTOR INVESTIGATION COSTS	\$1,879,572.71		\$3,417.40

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PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK					
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS		COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY		791	775		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)		407	374		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		384	368		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		COUNSELING	INDIVIDUALS		
C.1. INHOUSE		0	0		
C.2. ANOTHER FEDERAL AGENCY		17	17		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)		184	174		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		94	93		
C.6.		0	0		
C.7.		0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D.1. MEDIATION		295	283	10950	37.12
D.2. SETTLEMENT CONFERENCES		0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		0	0	0	0.00
D.6. OMBUDSMAN		0	0	0	0.00
D.7. PEER REVIEW		0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.9.		0	0	0	0.00
D.10.		0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		384	368	13325	34.70
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		129	126	4707	36.49
E.1.b. NO FORMAL COMPLAINT FILED		97	96	3242	33.42
E.1.c. COMPLAINT FILED					
E.1.c.i. NO RESOLUTION		112	110	4072	36.36
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)		38	38	996	26.21
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		8	8	308	38.50

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	395	360		
B.2. REJECTED BY COMPLAINANT	383	348		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	12	12		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	10	10		
C.1. INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	1	1		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	9	9		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	10	10	437	43.70
D.1. MEDIATION	10	10	437	43.70
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	12	12	622	51.83
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	3	3	126	42.00
E.1.b. WITHDRAWAL FROM EEO PROCESS	1	1	134	134.00
E.1.c. NO RESOLUTION	8	8	362	45.25
E.1.d. NO ADR ATTEMPT	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	0	0	\$0.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS	0	0	\$0.00	
F.1.e.	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	3	3		
F.2.a. HIRES	0	0		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	0	0		
F.2.b. PROMOTIONS	1	1		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	1	1		
F.2.c. EXPUNGEMENTS	0	0		
F.2.d. REASSIGNMENTS	2	2		
F.2.e. REMOVALS RESCINDED	0	0		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	0	0		
F.2.f. ACCOMMODATIONS	1	1		
F.2.g. TRAINING	0	0		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	0	0		
F.2.i.i. RESCINDED	0	0		
F.2.i.ii. MODIFIED	0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED	0	0		
F.2.k. LEAVE RESTORED	0	0		
F.2.l. NEUTRAL REFERENCE	0	0		
F.2.m.	0	0		

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	64600
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	24
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	24
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
D. EEO ADR FUNDING SPENT	\$335,329.40

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Cathy McCellan
E.2. TITLE	Branch Chief
E.3. TELEPHONE NUMBER	4109656841
E.4. EMAIL	cathy.mccellan@ssa.gov

F. EEO ADR PROGRAM INFORMATION

	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	
F.1a. If yes, is there a written policy requiring the participation?		X
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2015 through September 30, 2016 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Kojuan Almond
TITLE OF CERTIFYING OFFICIAL:	Associate Commissioner
TELEPHONE NUMBER:	(410) 965-4531
E-MAIL:	kojuan.almond@ssa.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	30-10-2016

NAME OF PREPARER:	Milton McGaskey
TITLE OF PREPARER:	Management Analyst
TELEPHONE NUMBER:	(410) 965-0739
E-MAIL:	milton.mcgaskey@ssa.gov
DATE:	29-10-2016

The FY 2016 Form 462 report must be "Accepted/Finalized" by EEOC by October 31, 2016 to be considered timely.

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Form 462 Comments

Part Name	COMMENT(expression left evaluation symbol expression right value1 value2 comment)
PART I	
Part I	C -- Total Completed/Ended Counselings = D3 Completed Ended Counselings 998 998
Part I	D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals = Part II J 444 469 Part I shows 444 individuals filed formal and Part II shows 469. The discrepancy is caused by 25 individuals filed formal in FY 2016 but had counseling closed in FY 15. D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints = Part II B 478 518 Part I shows 478 counselings that filed Formal and Part II shows 518 complaints that filed formal. The discrepancy exist because 40 complaints had counselings closed in FY15 and filed formal in FY 16.
Part II	A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) = I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) 959 963 The discrepancy is 4 complaints that were closed after data was capture.
Part III	B.2.c. Staff Receiving No Training At All (counselors Agency) > 0 17 0 Counselors will complete the training by the end of November 2016
PART XI	
Part XI	E1b -- Withdrawn from EEO Process - Average Days between 0 and 100 134 100 Complainant withdrew from the process If C.4>0, then comment required N/A N/A 0 0 Settlement Conferences were held