

Summary of Congressional Response Report: The Social Security Administration's Compliance with Equal Employment Opportunity Commission Decisions
A-13-12-22143



December 2012

Social Security Administration Office of the Inspector General

Objective

To determine whether the Social Security Administration (SSA) complied with adverse decisions from the Equal Employment Opportunity Commission (EEOC).

Background

In a January 18, 2012 letter, Senator Barbara Mikulski requested our assistance in evaluating SSA's compliance with EEOC orders and the accuracy of the Agency's reporting. This request was in response to an ongoing EEO complaint alleging SSA officials submitted inaccurate documentation as proof of compliance with the EEOC. While we were gathering information to address the Senator's request, on February 15, 2012, the U.S. Fourth Circuit Court of Appeals issued a decision that SSA misled the EEOC in this case. Therefore, we shifted our focus to a broader review of SSA's compliance with EEOC orders.

Our Findings

We reviewed 55 adverse decisions involving 177 actionable items. Of the 177 items, 45 were still pending at the time of our review. For the remaining 132 actionable items, we determined SSA had complied with the EEOC orders for 108 items. However, for 26 of the 108 items, the Agency did not complete the actions timely. Additionally, we found SSA did not comply with the EEOC orders for 13 items. The Office of Civil Rights and Equal Opportunity (OCREO) acknowledged these items were not completed or not completed timely in accordance with the EEOC's orders. Also, OCREO offered no assertions or evidence that SSA was disputing or had disputed its compliance obligations for any of the 39 above-noted EEOC orders. Finally, we could not determine compliance for 11 items because of a lack of documentation.