

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

USDA (and below)

For 3rd Quarter 2017 for period ending June 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	548	544	481	513	530	437
Number of Complainants	530	512	464	498	507	421
Repeat Filers	14	26	13	15	19	13
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	222	213	243	206	222	198
Color	61	64	73	71	63	57
Religion	24	19	19	24	35	25
Reprisal	289	311	270	297	270	226
Sex	235	213	207	217	206	172
PDA	0	2	3	2	0	0

National Origin	65	59	74	70	47	51
Equal Pay Act	3	8	4	2	1	8
Age	182	201	183	184	182	171
Disability	144	150	130	167	157	148
Genetics	2	3	2	2	1	1
Non-EEO	55	42	55	59	39	47
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	25	34	25	35	27	35
Assignment of Duties	100	119	117	119	92	67
Awards	24	24	9	19	9	14
Conversion to Full Time/Perm Status	1	2	1	0	0	0
Disciplinary Action						
Demotion	7	3	5	3	4	3
Reprimand	42	28	23	55	28	30
Suspension	40	30	27	52	26	24
Removal	10	13	7	9	6	17
Other	0	0	0	11	7	5
Duty Hours	16	11	11	23	20	11
Perf. Eval./ Appraisal	64	85	73	90	91	80
Examination/Test	4	1	1	1	1	3
Harassment						
Non-Sexual	310	275	264	305	282	256

Sexual	16	12	20	16	18	8
Medical Examination	5	2	4	8	1	1
Pay including overtime	14	29	39	41	21	23
Promotion/Non-Selection	119	123	111	160	149	104
Reassignment						
Denied	13	19	27	25	14	15
Directed	34	33	43	39	18	18
Reasonable Accommodation Disability	59	63	48	84	69	66
Reinstatement	2	0	0	1	2	0
Religious Accommodation	0	0	0	0	3	3
Retirement	3	2	1	1	4	4
Sex-Stereotyping	0	0	0	0	1	1
Telework	0	0	0	14	29	15
Termination	37	40	34	41	27	29
Terms/Conditions of Employment	91	176	146	167	102	102
Time and Attendance	59	50	32	79	59	50
Training	49	41	33	49	51	30
Other						
User Defined - Other 1	0	0	0	14	5	5
User Defined - Other 2	0	0	0	6	0	0
User Defined - Other 3	0	0	0	1	0	0
User Defined - Other 4	0	0	0	1	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	250.15	242.05	212.08	198.98	208.93	167.71
Average number of days in final action	224.60	165.94	169.31	107.89	97.94	123.05
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	235.29	247.31	217.23	203.04	212.88	175.91
Average number of days in final action	129.79	119.33	199.47	97.00	69.94	101.22
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	277.51	233.21	204.07	192.70	202.01	156.54
Average number of days in final action	271.66	187.19	134.58	115.19	124.03	128.97
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	43	67	64	57	57	66
Average days pending prior to dismissal	140	83	188	88	97	76
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	31	29	32	32	28	26

Age	4	25	3	20	1	7	0	0	0	0	0	0
Disability	6	38	5	33	8	53	2	100	2	33	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	7	1	7	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru06-30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	17		19		24		8		7		3	
Appointment/Hire	0	0	2	11	0	0	0	0	0	0	0	0
Assignment of Duties	2	12	0	0	3	13	0	0	1	14	1	33
Awards	0	0	0	0	1	4	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	1	4	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	13	2	29	0	0
Suspension	0	0	2	11	1	4	0	0	1	14	0	0
Removal	0	0	1	5	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	14	0	0
Perf. Eval./ Appraisal	3	18	0	0	1	4	1	13	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	8	47	5	26	8	33	3	38	2	29	0	0
Sexual	1	6	1	5	0	0	0	0	0	0	0	0

User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		4		9		6		1		1	
Appointment/Hire	0	0	1	25	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	2	22	0	0	1	100	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	1	17	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	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	11	1	17	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	3	33	3	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	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	1	25	4	44	0	0	0	0	1	100
Reassignment												

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	2	22	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	25	0	0	2	33	0	0	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	1	25	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	1	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	16		15		15		2		6		2	
Appointment/Hire	0	0	1	7	0	0	0	0	0	0	0	0
Assignment of Duties	2	13	0	0	1	7	0	0	0	0	1	50

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	1	6	2	13	6	40	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	13	3	20	0	0	2	33	1	50
Time and Attendance	2	13	2	13	0	0	1	50	0	0	0	0
Training	0	0	0	0	1	7	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2017Thru06-30						
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	883	956	938	473	472	527						
Total Complainants	798	885	482	436	446	478						
Number complaints pending												
Investigation	37	28	35	20	18	17						
ROI issued, pending Complainant's action	5	1	3	1	2	4						
Hearing	342	399	520	415	401	482						
Final Agency Action	80	68	50	39	47	30						

Appeal with EEOC Office of Federal Operations	10	11	61	104	116	176
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	88	85	190	19	10	10