

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

United States Department of Agriculture

Comparative Data for Previous Fiscal Years

and Second Quarter 2018



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1 COMPLAINT ACTIVITY

Complaint Activity	2013	2014	2015	2016	2017	FY 2018 2nd Quarter 1/01/2018 thru 3/31/2018
Number of Complaints Filed	546	484	513	531	561	275
Number of Complainants	512	465	498	508	531	267
Repeat Filers	28	17	15	19	24	8

2 COMPLAINT BY BASIS

Complaints by Basis	2013	2014	2015	2016	2017	2nd Quarter 2018
Race	213	246	205	222	243	111
Color	67	78	71	63	75	44
Religion	20	20	24	35	35	13
Reprisal	316	291	296	273	313	175
Sex	216	214	217	206	217	121
PDA	2	3	2	0	2	0
National Origin	58	76	70	47	67	39
Equal Pay Act	8	4	2	1	8	5
Age	201	186	184	185	208	78
Disability	154	133	167	157	185	103
Genetics	3	2	2	0	1	0
Non-EEO	45	54	58	39	55	20

3 COMPLAINTS BY ISSUE

Complaints by Issues	2013	2014	2015	2016	2017	2nd Quarter 2018
Appointment/Hire	36	24	36	28	40	7
Assignment of Duties	124	132	119	92	87	46
Awards	24	11	19	8	17	9
Conversion to Full Time/Permanent Status	2	1	0	0	3	0

3.1 DISCIPLINARY ACTION

Demotion	2	5	3	4	4	1
Reprimand	30	34	56	27	45	17
Suspension	30	32	52	26	36	12
Removal	13	7	9	6	17	11
Other	16	29	9	7	4	4
Duty Hours	12	15	23	20	18	7
Performance Evaluation/Appraisal	88	86	90	92	96	76
Examination/Test	1	2	1	1	2	0

3.2 HARASSMENT

Non-Sexual	277	271	303	285	343	184
Sexual	13	19	16	18	13	16
Medical Examination	2	6	8	1	4	0
Pay including overtime	31	45	41	22	30	4
Promotion/Non-Selection	126	117	160	149	124	36

3.3 REASSIGNMENT

Denied	20	26	25	14	17	13
Directed	35	49	39	18	20	13
Reasonable Accommodation Disability	63	54	84	68	84	49
Reinstatement	0	0	1	2	0	0
Religious Accommodation	0	0	0	3	4	0
Retirement	2	1	1	3	6	1
Sex-Stereotyping	0	0	0	1	1	1
Telework	0	0	14	29	25	19
Termination	40	41	41	27	36	19
Terms/Conditions of Employment	182	172	167	103	146	58
Time and Attendance	52	42	79	60	67	35
Training	42	39	49	54	40	27

3.4 OTHER

User Defined - Other 1	27	20	13	5	2	2
User Defined - Other 2	3	7	6	0	1	0
User Defined - Other 3	0	4	1	0	0	0
User Defined - Other 4	0	3	1	0	0	0

4 PROCESSING TIME

Processing Time	2013	2014	2015	2016	2017	2nd Quarter 2018
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4.1 COMPLAINTS PENDING DURING FISCAL YEAR

Average number of days in investigation	244.06	211.93	198.99	209.13	159.47	179.01
Average number of days in final action	152.16	163.62	106.45	97.53	164.90	43.15

4.2 COMPLAINT PENDING DURING FISCAL YEAR WHERE HEARING WAS REQUESTED

Average number of days in investigation	250.99	216.57	203.06	213.18	163.57	171.74
Average number of days in final action	131.97	191.36	94.69	69.31	107.38	24.68

4.3 COMPLAINT PENDING DURING FISCAL YEAR WHERE HEARING WAS NOT REQUESTED

Average number of days in investigation	233.18	205.10	192.70	202.08	153.33	185.22
Average number of days in final action	162.75	132.35	114.36	124.03	206.56	54.69

5 COMPLAINTS DISMISSED BY AGENCY

Complaints Dismissed by Agency	2013	2014	2015	2016	2017	2nd Quarter 2018
Total Complaints Dismissed by Agency	80	64	57	54	84	42
Average days pending prior to dismissal	114	188	104	111	64	20

5.1 COMPLAINTS WITHDRAWN BY COMPLAINANTS

Total Complaints Withdrawn by Complainants	31	34	35	28	37	11
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6 TOTAL FINAL AGENCY ACTIONS FINDING DISCRIMINATION

Total Final Agency Actions Finding Discrimination	2013		2014		2015		2016		2017		2nd Quarter 2018	
	#	%	#	%	#	%	#	%	#	%	#	%
Without Hearing	16	80	12	60	5	45	6	86	3	60	1	50
With Hearing	4	20	8	40	6	55	1	14	2	40	1	50
Total Number Findings	20	100	20	100%	11	100	7	100	5	100	2	100

7 FINDINGS OF DISCRIMINATION RENDERED BY BASIS

Findings of Discrimination Rendered by Basis	2013		2014		2015		2016		2017		2nd Quarter 2018	
	#	%	#	%	#	%	#	%	#	%	#	%
7.1 TOTAL NUMBER FINDINGS	18		19		8		7		4		1	
Race	2	11	4	21	1	13	3	43	3	75	0	0
Color	2	11	1	5	0	0	1	14	0	0	0	0
Religion	0	0	2	11	0	0	0	0	0	0	0	0
Reprisal	6	33	6	32	4	50	4	57	1	25	1	100
Sex	5	28	1	5	0	0	3	43	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	2	11	3	16	1	13	0	0	0	0	0	0
Equal Pay Act	0	0	1	5	0	0	0	0	0	0	0	0
Age	5	28	1	5	1	13	0	0	1	25	0	0
Disability	6	33	7	37	7	88	2	29	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	3	17	2	11	0	0	0	0	0	0	0	0
7.2 FINDINGS AFTER HEARING	4		8		6		1		2		1	
Race	2	50	3	38	1	17	1	100	2	100	0	0
Color	2	50	1	13	0	0	0	0	0	0	0	0
Religion	0	0	2	25	0	0	0	0	0	0	0	0
Reprisal	0	0	4	50	3	50	1	100	0	0	1	100
Sex	1	25	1	13	0	0	1	100	0	0	1	100

PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	2	25	1	17	0	0	0	0	0	0
Equal Pay Act	0	0	1	13	0	0	0	0	0	0	0	0
Age	3	75	0	0	1	17	0	0	1	50	0	0
Disability	1	25	0	0	5	83	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	2	50	1	13	0	0	0	0	0	0	0	0
7.3 FINDINGS WITHOUT HEARING	14		11		2		6		2		0	
Race	0	0	1	9	0	0	2	33	1	50	0	0
Color	0	0	0	0	0	0	1	17	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	43	2	18	1	50	3	50	1	50	0	0
Sex	4	29	0	0	0	0	2	33	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	2	14	1	9	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	14	1	9	0	0	0	0	0	0	0	0
Disability	5	36	7	64	2	100	2	33	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	7	1	9	0	0	0	0	0	0	0	0

9 PENDING COMPLAINTS FILED IN PREVIOUS FISCAL YEARS BY STATUS

Pending Complaints Filed in Previous Fiscal Years by Status	2013	2014	2015	2016	2017	2nd Quarter 2018
Total complaints from previous Fiscal Years	478	467	439	442	444	626
Total Complainants	439	420	403	417	401	558

9.1 NUMBER COMPLAINTS PENDING

Investigation	31	21	19	15	15	27
ROI issued, pending Complainant's action	1	3	1	2	0	8
Hearing	340	381	381	376	419	553
Final Agency Action	106	65	50	58	25	50
Appeal with EEOC Office of Federal Operations	75	102	122	143	198	214

10 COMPLAINT INVESTIGATIONS

Complaint Investigations	2013	2014	2015	2016	2017	2nd Quarter 2018
Pending Complaints Where Investigations Exceed Required Time Frames	47	23	16	8	13	12

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.