

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

Mixed Cases are Included in this report.

Total Elapsed Time: 00:01:00

AGENCY OR DEPARTMENT: USDA (and below)

REPORTING PERIOD: 10/01/2021 – 09/30/2022

Part I – Pre-Complaint Activities

EEO Counselor

	Counselings	Individuals
A. Intentionally Left Blank		

ADR Intake Officer

	Counselings	Individuals
B. Intentionally Left Blank		

Total Completed/Ended Counselings

	Counselings	Individuals
C. Total Completed/Ended Counselings	632	610
1. Counseled Within 30 Days	208	204
2. Counseled Within 31 to 90 Days	419	412
a. Counseled Within Written Extension Period No Longer Than 60 Days	129	128

Non-ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
E. Total	1	1	\$2,000.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	1	1	\$2,000.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other Non-ADR Settlements w/ Monetary Benefits	0	0	\$0.00
6.	0	0	\$0.00

Non-ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
F. Total	2	2
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0

b. Counseled Within 90 Days Where Individual Participated in ADR	280	276
c. Counseled Within 31-90 Days That Were Untimely	10	10
3. Counseled Beyond 90 Days	5	5
4. Counseled Due to Remands	0	0

Pre-Complaint Activities

	Counselings	Individuals
D. Pre-Complaint Activities		
1. On Hand at the Beginning of the Reporting Period	88	88
2. Initiated during the Reporting Period	644	625
3. Completed/Ended Counseling	632	610
a. Settlements (Monetary and Non-Monetary)	46	46
b. Withdrawal/No Complaint Filed	314	303
c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period	252	247
d. Decision to File Complaint Pending at the End of the Reporting Period	20	20
4. Counselings Pending at the End of the Reporting Period	100	100

b. Non-Retroactive	0	0
3. Expungements	1	1
4. Reassignments	1	1
5. Removals Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	0	0
8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance Evaluation Modified	0	0
11. Leave Restored	1	1
12. Neutral Reference	0	0
13. Other Non-ADR Settlements w/ Non-Monetary Benefits	0	0
14.	0	0

ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
G. Total	15	15	\$57,027.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	3	3	\$12,528.00
3. Lump Sum Payment	12	12	\$44,499.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other ADR Settlements w/ Monetary Benefits	0	0	\$0.00
6.	0	0	\$0.00

ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
H. Total	34	34
1. Hires	1	1
a. Retroactive	0	0
b. Non-Retroactive	1	1
2. Promotions	4	4
a. Retroactive	1	1
b. Non-Retroactive	3	3
3. Expungements	0	0
4. Reassignments	7	7
5. Removals Rescinded	1	1
a. Reinstatement	0	0
b. Voluntary Resignation	1	1
6. Accommodations	4	4
7. Training	10	10
8. Apology	0	0
9. Disciplinary Actions	5	5
a. Rescinded	2	2
b. Modified	3	3
10. Performance Evaluation Modified	2	2
11. Leave Restored	3	3
12. Neutral Reference	0	0
13. Other ADR Settlements w/ Non-Monetary Benefits	2	2
14.	0	0

NON-ADR SETTLEMENTS

	Counselings	Individuals
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I. Total	3	3	
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**AGENCY OR DEPARTMENT: USDA
(and below)**

**REPORTING PERIOD: 10/01/2021 –
09/30/2022**

Part II – Formal Complaint Activities

A. Complaints on Hand at the Beginning of the Reporting Period	554
B. Complaints Filed	265
C. Remands (sum of lines C1 + C2 + C3)	11
C.1. Remands (Not Included in A or B)	5
C.2. Remands (Included in A or B)	6
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	0
D. Total Complaints (sum of lines A + B + C1)	824
E. Complaints in Line D that were NOT Consolidated	790
F. Complaints in Line E that were Closed During Report Period	399
G. Complaints in Line D that WERE Consolidated	34
H. Complaints in Line G that were Closed During Report Period	22
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + [(C2 + C3) - C4])	409
J. Individuals Filing Complaints (Complainants)	257
K. Number of Joint Processing Units from Consolidation of Complaints	15

AGENCY OR DEPARTMENT: USDA
(and below)

REPORTING PERIOD: 10/01/2021 –
09/30/2022

Part III – Agency Resources, Training, Reporting Line

A. Agency & Contract Resources

	Agency		Contract	
	Number	Percent	Number	Percent
1. Work Force				
a. Total Work Force	36914			
b. Permanent Employees	28810			
2. Counselors	6		0	
a. Full-Time	6	100.00	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
3. Investigators	0		6	
a. Full-Time	0	0	6	100.00
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
4. Counselor/Investigator	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0

B. Agency & Contract Staff Training

	Counselor		Investigator		Counselor/Investigator	
	Agency	Contract	Agency	Contract	Agency	Contract
1. Staff – Total	6	0	0	0	0	0
a. New Staff Receiving At Least 32 Hours Of Training	1	0	0	0	0	0
b. Experienced Staff Receiving At Least 8 Hours of Training	5	0	0	0	0	0
c. Training Requirement Not Met	0	0	0	0	0	0
2. Experienced Staff (ES) – Total	0	0	0	0	0	0
a. ES Receiving Required 8 Or More Hours	0	0	0	0	0	0
b. ES Receiving 32 Or More Hours, Generally Given To New Staff	0	0	0	0	0	0
c. ES Receiving No Training At All	0	0	0	0	0	0

C. Reporting Line

1. EEO Director's Name:	Anznette Randall
1a. Does the EEO Director Report to the Agency Head? (Yes/No)	YES
2. If no, who does the EEO Director Report to?	Person: Title:

3. Who is responsible for the day-to-day operation of the EEO program in your Department/Agency/organization?	Person: Anzanette Randall Title: Acting National Director
4. Who does that person report to?	Person: Randy Moore Title: Chief Forest Service

AGENCY OR DEPARTMENT: USDA (and below)

REPORTING PERIOD: 10/01/2021 – 09/30/2022

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
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
A. Appointment/Hire	0	0	0	2	0	1	2	2	5	24	11	11
B. Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
C. Awards	0	0	0	2	0	0	2	0	1	10	4	4
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	1	0	13	1	0	3	2	26	102	41	41
1. Demotion	0	0	0	0	0	0	0	0	0	1	1	1
2. Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	2	0	0	0	0	9	26	14	14
4. Removal	0	0	0	3	1	0	1	2	4	24	9	9
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Disciplinary Actions	0	1	0	8	0	0	2	0	13	51	22	22
7.	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
G. Perf. Eval./ Appraisal	0	0	0	6	0	2	4	3	17	61	27	27
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	5	0	32	5	4	14	12	63	290	128	125
1. Non-Sexual	0	5	0	32	5	4	14	12	63	280	122	119
2. Sexual									0	10	10	10
J. Medical Examination	0	0	0	0	0	0	0	0	0	3	1	1
K. Pay Including Overtime	0	0	0	1	0	0	1	0	3	8	4	4
L. Promotion/Non-Selection	0	0	0	17	3	0	11	2	20	122	48	48

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
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
M. Reassignment	0	0	0	2	0	0	1	0	4	15	7	7
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation Disability		2		6		1	4	3	16	52	30	30
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation		1		7	2	1	5	13	19	32	28	28
Q. Retirement	0	0	0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping										0	0	0
S. Telework	0	0	0	2	0	0	1	0	2	9	4	4
T. Termination	0	2	0	7	2	0	4	1	8	61	24	23
U. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	3	1	0	3	0	7	30	13	13
W. Training	0	0	0	3	0	0	1	1	3	24	9	9
X. Other Terms/Conditions of Employment	0	3	0	14	2	1	7	24	34	186	91	91
Total All Issues by Bases	0	11	0	106	14	9	56	62	233			
Total All Complaints Filed by Bases	0	6	0	55	10	5	33	34	122			
Total All Complainants by Bases	0	6	0	53	10	5	32	34	120			

Part IV – Bases and Issues Alleged in Complaints Filed (Part 2)

Issues of Alleged Discrimination	Bases of Alleged Discrimination														
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
A. Appointment/Hire	1	2	0	0	0	0			4	0	5	0	24	11	11
B. Assignment of Duties	0	0	0	0	0	0			0	0	0	0	0	0	0
C. Awards	1	2	0	0	0	0			1	1	0	0	10	4	4

Issues of Alleged Discrimination	Bases of Alleged Discrimination														
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0			0	0	0	0	0	0	0
E. Disciplinary Action	4	7	1	0	1	2			11	12	18	0	102	41	41
1. Demotion	0	1	0	0	0	0			0	0	0	0	1	1	1
2. Reprimand	0	0	0	0	0	0			0	0	0	0	0	0	0
3. Suspension	1	1	1	0	0	0			5	3	4	0	26	14	14
4. Removal	1	1	0	0	0	2		1	0	5	4	0	24	9	9
5. Disciplinary Warning	0	0	0	0	0	0			0	0	0	0	0	0	0
6. Other Disciplinary Actions	2	4	0	0	1	0			6	4	10	0	51	22	22
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	0	0	0	0	0
G. Perf. Eval./ Appraisal	1	7	0	0	2	1		1	8	7	3	0	61	27	27
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0
I. Harassment	13	32	1	0	4	5		1	29	30	37	2	290	128	125
1. Non-Sexual	11	27	1	0	4	5		1	28	30	37	2	280	122	119
2. Sexual	2	8	0	0					1	1	1	1	10	10	10
J. Medical Examination	0	1	0	1	1	0			0	0	0	0	3	1	1
K. Pay Including Overtime	0	1	0	0	0	0	0	1	1	0	0	0	8	4	4
L. Promotion/Non-Selection	7	16	0	0	1	2	1		20	9	14	0	122	48	48
M. Reassignment	0	3	0	0	0	0			2	1	2	0	15	7	7
1. Denied	0	0	0	0	0	0			0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0			0	0	0	0	0	0	0
N. Reasonable Accommodation Disability	3	2		0	1	2			9	17	18	1	52	30	30
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0
P. Religious Accommodation	5	9				2			18	7	17	1	32	28	28
Q. Retirement	0	0	0	0	0	0			0	0	0	0	0	0	0
R. Sex-Stereotyping	0	0	0										0	0	0

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				
S. Telework	0	1	0	0	0	0			1	0	2	0	9	4	4
T. Termination	4	6	0	0	1	1			6	10	8	1	61	24	23
U. Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0
V. Time and Attendance	2	2	0	0	0	0			3	4	5	0	30	13	13
W. Training	2	3	0	0	0	0			4	4	3	0	24	9	9
X. Other Terms/Conditions of Employment	7	17	0	0	1	5			21	15	32	3	186	91	91
Total All Issues by Bases	43	105	2	1	11	16	0	1	114	110	152	7			
Total All Complaints Filed by Bases	23	54	2	1	7	12	0	1	63	57	83	5			
Total All Complainants by Bases	23	53	2	1	7	12	0	1	63	54	82	5			

PART IV C – Bases and Issues Alleged in Settlements (Part 1)

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
A. Appointment/Hire	0	0	1	0	0	0	0	1	4	5	3	3	5	3	3
B. Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. Awards	0	0	0	1	0	0	1	0	1	0	0	0	4	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	0	0	8	2	0	2	1	19	14	6	6	58	18	16
1. Demotion	0	0	0	0	0	0	0	0	1	3	1	1	0	0	0
2. Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	2	0	0	0	1	6	4	2	2	14	6	6

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
4. Removal	0	0	0	1	0	0	0	0	1	0	0	0	5	1	1
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Disciplinary Actions	0	0	0	5	2	0	2	0	11	7	3	3	39	15	13
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	0	0	0	0	0	0	0
G. Perf. Eval./ Appraisal	0	1	0	2	4	0	2	1	17	6	4	4	51	20	19
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	0	1	15	10	0	6	4	38	44	21	21	185	55	45
1. Non-Sexual	0	0	1	15	10	0	6	4	36	43	20	20	180	53	43
2. Sexual					2				2	1	1	1	5	3	3
J. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	0	0	1	3	0	0	0	0	3	17	7	7	5	2	2
L. Promotion/Non-Selection	0	1	1	0	3	0	1	0	8	22	10	10	15	8	7
M. Reassignment	0	0	0	3	2	0	1	1	3	4	1	1	15	6	6
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation Disability				2			1		11	4	3	3	39	19	17
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation			1	4	3		1	4	16	8	7	7	12	10	10
Q. Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping										0	0	0	0	0	0
S. Telework	0	0	0	0	1	0	0	0	2	2	1	1	8	3	3

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
T. Termination	0	0	0	0	0	0	0	0	2	3	2	2	8	6	6
U. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	4	1	0	2	2	6	9	4	4	26	9	9
W. Training	0	0	0	2	1	0	0	0	2	2	1	1	15	6	6
X. Other Terms/Conditions of Employment	0	0	0	8	5	0	5	3	19	20	9	9	63	26	25
1. Counseling Settlement Allegations	0	1	5	12	4	0	2	5	38						
1a. Number of Counselings Settled	0	1	1	6	4	0	2	3	16						
1b. Number of Counselees Settled With	0	1	1	6	4	0	2	3	16						
2. Complaint Settlement Allegations	0	1	0	34	25	0	18	13	116						
2a. Number of Complaints Settled	0	1	0	16	11	0	9	5	43						
2b. Number of Complainants Settled With	0	1	0	16	10	0	9	5	35						

PART IV C – Bases and Issues Alleged in Settlements (Part 2)

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability			Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complaints Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical	GINA						
K. Pay Including Overtime	2	3	0	0	0	0	1	0	3	2	4	0	17	7	7	5	2	2
L. Promotion/Non-Selection	2	2	1	0	1	1			7	2	1	0	22	10	10	15	8	7
M. Reassignment	2	2	0	0	0	0			3	0	2	0	4	1	1	15	6	6
1. Denied	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation Disability	1	3	1	1					6	12	15	0	4	3	3	39	19	17
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation	4	6	1						6	4	4		8	7	7	12	10	10
Q. Retirement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping	0	0	0										0	0	0	0	0	0
S. Telework	0	1	0	0	1	0			2	1	2	0	2	1	1	8	3	3
T. Termination	0	2	0	0	0	0			0	4	2	0	3	2	2	8	6	6
U. Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	3	1	0	0	0	1			3	3	6	0	9	4	4	26	9	9
W. Training	0	4	0	0	0	0			2	1	3	0	2	1	1	15	6	6
X. Other Terms/Conditions of Employment	4	12	0	1	0	2			9	8	7	0	20	9	9	63	26	25
1. Counseling Settlement Allegations	11	21	0	1	1	1	1	0	22	14	18	0						
1a. Number of Counselings Settled	7	12	0	1	1	1	1	0	14	6	10	0						

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																				
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability			GI NA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision on Findings By Issue	Number AJ Decision on with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complainants Issued Final Orders With Findings Fully Implemented by Issue
	Male	Female	LG BT		Hispanic/Latino	Other	Male	Female		Mental	Physical										
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
2. Reprimand	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
3. Suspension	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
4. Removal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
5. Disciplinary Warning	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
6. Other Disciplinary Actions	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
7.	0	0	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. Perf. Eval./ Appraisal	0	1	0	0	0	0			1	0	2	0	0	0	0	5	2	5	2	2	
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
I. Harassment	1	2	0	0	0	0			1	0	2	0	6	2	2	5	3	5	3	2	
1. Non-Sexual	1	2	0	0	0	0			1	0	2	0	6	2	2	5	3	5	3	2	
2. Sexual	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
L. Promotion/ Non-Selection	0	1	0	0	0	0			0	0	1	0	4	1	1	2	2	2	2	1	

**AGENCY OR DEPARTMENT: USDA
(and below)**

**REPORTING PERIOD: 10/01/2021 –
09/30/2022**

Part V – Summary of Closures by Statute

A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
346	1. Title VII
4	1a. Pregnancy Discrimination Act (PDA)
135	2. Age Discrimination in Employment Act (ADEA)
170	3. Rehabilitation Act
7	4. Equal Pay Act (EPA)
7	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
669	This number may be larger than the total number of complaints closed. (A1 + A1a + A2 + A3 + A4 + A5)

**AGENCY OR DEPARTMENT: USDA
(and below)**

**REPORTING PERIOD: 10/01/2021 –
09/30/2022**

Part VI – Summary of Closures By Category

	Total Number	Total Days	Average Days
A. Total Number of Closures (1 + 2 + 3)	418	254865	609.72
1. Withdrawals (a + b)	19	8734	459.68
a. Non-ADR Withdrawals	19	8734	459.68
b. ADR Withdrawals	0	0	0.00
2. Settlements (a + b)	78	55613	712.99
a. Non-ADR Settlements	77	55307	718.27
b. ADR Settlements	1	306	306.00
3. Final Agency Actions (B + C)	321	190518	593.51
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	174	49460	284.25
1. Finding Discrimination	2	676	338.00
2. Finding No Discrimination	136	46275	340.26
3. Dismissal of Complaints	36	2509	69.69
C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)	147	141058	959.58
1. AJ Decision Fully Implemented (a + b + c)	147	141058	959.58
(a) Finding Discrimination	8	9922	1,240.25
(b) Finding No Discrimination	138	129581	938.99
(c) Dismissal of Complaints	1	1555	1,555.00
2. AJ Decision NOT Fully Implemented (a + b + c)	0	0	0.00
(a) Finding Discrimination (i + ii + iii)	0	0	0.00
i. Agency Appealed Finding But Not Remedy	0	0	0.00
ii. Agency Appealed Remedy But Not Finding	0	0	0.00
iii. Agency Appealed Finding And Remedy	0	0	0.00
(b) Finding No Discrimination	0	0	0.00
(c) Dismissal of Complaints	0	0	0.00

	Total Number	Total Days	Average Days
D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)	138	8895	64.46
1. Complainant Requested Immediate FAD (1a + 1b)	51	3090	60.59
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	39	1492	38.26
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	12	1598	133.17
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	55	3263	59.33
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	36	1358	37.72
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	19	1905	100.26
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	29	2415	83.28
a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance	18	643	35.72
b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance	11	1772	161.09
4. Final Agency Decision Issued On A Mixed Case (4a + 4b)	3	127	42.33
a. Agency Issued FAD WITHIN 45 Days After Investigation	2	75	37.50
b. Agency Issued FAD MORE THAN 45 Days After Investigation	1	52	52.00

**AGENCY OR DEPARTMENT: USDA
(and below)**

**REPORTING PERIOD: 10/01/2021 –
09/30/2022**

Part VII – Summary of Complaints Closed by Types of Benefits

	Number	Amount
A. Total complaints closed with benefits	88	
B. Total closures with monetary benefits to complainant	76	\$2,304,036.71
1. Back Pay/Front Pay	2	\$7,127.98
2. Lump Sum Payment	59	\$1,557,281.56
3. Compensatory Damages	7	\$260,958.74
4. Attorney fees and costs	22	\$475,668.43
5. Other Monetary Benefits	4	\$3,000.00
6.	0	\$0.00
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	55	
F. Types of benefits in non-monetary closures	Number of closures that received monetary benefits as well	Number of closures that received only non-monetary benefits
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	4	0
a. Retroactive	1	0
b. Non-Retroactive	3	0
3. Expungements	10	1
4. Reassignments	7	3
5. Removal Rescinded	4	1
a. Reinstatement	0	0
b. Voluntary Resignation	4	1
6. Accommodations	2	0
7. Training	7	2

8. Apology	1	0
9. Disciplinary Actions	7	0
a. Rescinded	5	0
b. Modified	2	0
10. Performance evaluation modified	7	1
11. Leave Restored	14	3
12. Neutral Reference	9	1
13. Other Non-Monetary Benefits	16	1
14.	0	0

**AGENCY OR DEPARTMENT: USDA
(and below)**

**REPORTING PERIOD: 10/01/2021 –
09/30/2022**

Part VIII – Summary of Pending Complaints By Category

	Number Pending	Number of Days	Average Days	Days Pending Oldest Case	Oldest Case EEOC Hearing #
A. Total Complaints Pending (Same as part II line I) (1+1a+2+3+4)	406	248330			
1. Complaints Pending Written Notification (Acknowledgement Letter)	3	31	10.00	29	
1a. Complaints Pending Decision to Accept/Dismiss	19	315	16.00	136	
2. Complaints Pending Investigation	91	10331	113.00	1781	
2a. Complaints Pending 180 Day Investigation Notice	0	0	0.00	0	
3. Complaints In Hearing	228	204073	895.00	8639	570-2015-01171X
4. Complaints Pending A Final Agency Action	65	33580	516.00	2655	

**AGENCY OR DEPARTMENT: USDA
(and below)**

**REPORTING PERIOD: 10/01/2021 –
09/30/2022**

Part IX – Summary Of Investigations Completed

	Total	Total Days	Average
A. Total Investigations Completed During Reporting Period (1 + 3)	240	36480	152.00
Agency Investigations			
1. Investigations Completed by Agency Personnel (a + b + c)	0	0	0
a. Investigations Completed in 180 Days or Less	0	0	0.00
b. Investigations Completed in 181 - 360 Days	0	0	0.00
1. Timely Completed Investigations	0	0	0.00
2. Untimely Completed Investigations	0	0	0.00
c. Investigations Completed in 361 or More Days	0	0	0.00
2. Agency Investigation Costs	\$0.00		0.00
Contract Investigations			
3. Investigations Completed by Contractors (a + b + c)	240	36480	152.00
a. Investigations Completed in 180 Days or Less	203	26255	129.33
b. Investigations Completed in 181 - 360 Days	33	7955	241.06
1. Timely Completed Investigations	30	7289	242.97
2. Untimely Completed Investigations	3	666	222.00
c. Investigations Completed in 361 or More Days	4	2270	567.50
4. Contractor Investigation Costs	\$1,446,495.80		6,027.07

**AGENCY OR DEPARTMENT: USDA
(and below)**

**REPORTING PERIOD: 10/01/2021 –
09/30/2022**

Part X – Summary of ADR Program Activities

Informal Phase (Pre-Complaint)

	Counselings	Individuals	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Completed/Ended Counselings				
1. ADR Offered By Agency	533	522		
2. Rejected By Individual (Counselee)	232	229		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	301	296		
C. ADR Resources Used in Completed/Ended Counselings (Total)	212	209		
1. Inhouse	199	196		
2. External	13	13		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
6.				
7.				
D. ADR Techniques Used in Completed/Ended Counselings (Totals)	226	223	12732	56.34
1. Mediation	212	209	12007	56.00
2. Settlement Conferences	7	7	344	49.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	2	2	144	72.00
5. Facilitation	5	5	237	47.00
6. Ombudsman	0	0	0	0.00
7. Peer Review	0	0	0	0.00
8. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00

	Counselings	Individuals	Days	Average Days
9.				
10.				
E. Status of Cases				
1. Total Closed	301	296	16083	53.43
a. Settlements with Benefits (Monetary & Non-monetary)	43	43	2592	60.00
b. No Formal Complaint Filed	125	125	6284	50.00
c. Complaint Filed				
i. No Resolution	101	100	5580	55.00
ii. No ADR Attempt (aka Part X.E.1.d)	26	26	1260	48.00
e. Decision to File Complaint Pending at the End of the Reporting Period	6	6	367	61.00
2. Intentionally Left Blank				

**AGENCY OR DEPARTMENT: USDA
(and below)**

**REPORTING PERIOD: 10/01/2021 –
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**Part XI – Summary of ADR Program Activities
Formal Phase (Complaint Filed)**

	Complaints	Complainants	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Complaint Closures				
1. ADR Offered By Agency	34	33		
2. Rejected By Complainant	23	22		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	11	11		
C. ADR Resources Used in Complaint Closures (Totals)	5	5		
1. Inhouse	5	5		
2. External	0	0		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	0	0		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
5. Federal Executive Board	0	0		
6.				
7.				
D. ADR Techniques Used in Complaint Closures (Totals)	6	6	349	58.17
1. Mediation	5	5	272	54.40
2. Settlement Conferences	1	1	77	77.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Mini Trials	0	0	0	0.00
8. Peer Review	0	0	0	0.00

9. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00
10.				
11.				
E. Status of Cases in Complaint Closures				
1. Total Closed	10	10	3725	372.50
a. Settlements with Benefits (Monetary & Non-monetary)	1	1	77	77.00
b. Withdrawal from EEO Process	0	0	0	0.00
c. No Resolution	6	6	3529	588.17
d. No ADR Attempt	3	3	119	39.67
2. Intentionally Left Blank				
	Complaints	Complainants	Amount	
F. Benefits Received				
1. Monetary (Insert Totals)	1	1	\$7,250.00	
a. Compensatory Damages	0	0	\$0.00	
b. Backpay/Frontpay	0	0	\$0.00	
c. Lump Sum	0	0	\$0.00	
d. Attorney Fees and Costs	1	1	\$7,250.00	
e. Other Monetary Benefits	0	0	0	
f.				
2. Non-Monetary (Insert Totals)	0	0		
a. Hires	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
b. Promotions	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
c. Expungements	0	0		
d. Reassignments	0	0		
e. Removals Rescinded	0	0		
i. Reinstatement	0	0		
ii. Voluntary Resignation	0	0		

f. Accommodations	0	0		
g. Training	0	0		
h. Apology	0	0		
i. Disciplinary Actions	0	0		
i. Rescinded	0	0		
ii. Modified	0	0		
j. Performance Evaluation Modified	0	0		
k. Leave Restored	0	0		
l. Neutral Reference	0	0		
m. Other Non-Monetary Benefits	0	0		
n.				

**AGENCY OR DEPARTMENT: USDA
(and below)**

**REPORTING PERIOD: 10/01/2021 –
09/30/2022**

Part XII – Summary of EEO ADR Program Activities

EEO ADR Resources		Number	Trained
A. No Longer Collected			
B. Employees that can participate in EEO ADR		36914	
C. Resources that manage EEO ADR program (does not include neutrals as reported in parts X & XI)		2	
1. In-House Full Time (40 Hours EEO ADR Only)		2	
2. In-House Part Time (32 Hours EEO ADR Only)		0	
3. In-House Collateral Duty (Others/Non-Contract)		0	
4. Contract (Another Federal Agency/Private Organizations)		0	
	Amount		
D. EEO ADR Funding Spent	\$0.00		
E. EEO ADR Contact Information			
1. Name of EEO ADR Program Director / Manager	Linda Overton		
2. Title	Resolving Official Program Coordinator		
3. Telephone Number	707-562-8675		
4. Email	linda.overton@usda.gov		
	YES	NO	
F. EEO ADR Program Information			

	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	
1a. If so, is there a written policy requiring the participation?	X	
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

<p>I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2021 through September 30, 2022, is accurate and complete.</p>
<p>Name and Title of Certifying Official:</p>
<p>Signature of Certifying Official: (Enter PIN here to serve as your electronic signature)</p>
<p>Date and Telephone Number:</p>
<p>Email:</p>
<p>Name and Title of Preparer:</p>

Date and Telephone Number:

Email:

The FY 2022 report (with the PIN entered) is due on or before October 31.