



# U.S. DEPARTMENT OF AGRICULTURE

## REPORT OF CIVIL RIGHTS COMPLAINTS, RESOLUTIONS AND ACTIONS FOR FISCAL YEAR 2022

Food Conservation and Energy Act of 2008  
Section 14010  
December 22, 2023

OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS  
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DEPUTY ASSISTANT SECRETARY FOR CIVIL RIGHTS



Office of the Secretary  
Washington, D.C. 20250

June 8, 2022

## USDA Civil Rights Policy Statement

At USDA, we are recommitting ourselves to the values of equity, inclusion, and equal opportunity for each other and those we serve. As Secretary, I will work with our dedicated team to intentionally build and advance a culture of belonging which empowers a diverse mix of people across USDA. It is USDA's mission to actively advance racial justice and equity for one another by rooting out systemic racism and strengthening civil rights programs while building trust within and outside the Department. This commitment is reflected in USDA's Strategic Plan 2022-2026, USDA's Equity Action Plan, and the Office of the Assistant Secretary for Civil Rights' draft FY 2022-2026 Strategic Plan.

As a department, our core values of respect and dignity, equity and inclusion, trust and integrity, service and results, and science leadership serve as guiding principles, defining appropriate behaviors, expectations for all employees, and directing decision making throughout all levels of the organization.

No employee, former employee, or applicant for employment at the Department will be denied equal opportunity because of race, color, sex, national origin, religion, age, disability, pregnancy, sexual orientation, gender identity, genetic information, retaliation, or any other non-merit-based factor. This not only is the law; it is an essential component of the Department's mission and our responsibility to the public we serve.

All employees have the freedom to compete on a fair and level playing field with equal opportunity for available employment and advancement opportunities. Equal employment opportunity covers all personnel/employment programs, management practices, and decisions, including recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. These civil rights principles are more than employees' rights by law—they are core values at the USDA.

USDA strives to become a leader in EEO and a model employer. All USDA applicants and employees have the right not only to be free from harassment and discrimination but also to raise an allegation of harassment or discrimination and not fear reprisal. I will not tolerate any form of workplace harassment. Agencies are required to respond to, address, and correct any harassing conduct before it becomes severe or pervasive, and USDA will continue to quickly process complaints of harassment, discrimination, and reprisal and provide robust EEO training to all employees.

I will hold all employees and managers accountable for doing their part to ensure all USDA applicants, customers, constituents, and stakeholders are provided equal access to all opportunities, programs, and services available through USDA. Accordingly, all senior leaders, managers, and supervisors must act in a manner that is deserving of the public's trust and with the utmost integrity in everything we do as public servants, leading always by example, treating everyone with dignity and respect, and promoting an ethical, equitable, and inclusive culture. All must comply with EEO principles as we perform the Department's mission.

Sincerely,

A handwritten signature in blue ink, reading "Thomas J. Vilsack". The signature is written in a cursive style with a large, prominent "T" and "V".

Thomas J. Vilsack  
Secretary

# Table of Contents

Civil Rights Policy Statement	i
Executive Summary .....	iii
Annual Reporting Requirements .....	iii
<b>PART I: Fiscal Years 2021-2022 USDA Program Complaint Data</b> .....	1
Section A: Program Complaints Filed FY 2021 and FY 2022 .....	2
Section B: Program Complaints Processed at USDA FY2021- FY2022.....	3
Section C: Program Complaints Inventory by Agencies According to Highest Inventory Complaint Data .....	3
Section D: Average Processing Time of Program Complaints .....	4
Section E: Program Complaints Resolved with Findings of Discrimination .....	5
Section F: Program Complaints Resolved by Settlement Agreement .....	6
<b>PART II: Fiscal Year 2021 and Fiscal Year 2022 USDA Employment Complaint Data</b> .....	7
Section A: Employment Complaints Filed at USDA FY 2021 and FY 2022 .....	8
Section B: Inventory of Employment Complaints Processed at USDA FY 2021 and FY 2022 .....	9
Section C: Employment Complaints Inventory by Agencies and Mission Areas with the Highest Total Employment Complaint Inventory .....	9
Section D: Average Processing Time for Employment Complaints .....	10
Section E: Employment Complaints Resolved with Findings of Discrimination .....	13
Section F: Personnel Actions Taken Following Resolution of Employment Complaints by Settlement Agreement or Findings of Discrimination .....	13
Section G: Administrative Disciplinary Actions .....	14
<b>PART III: Recommendations from OASCR</b> .....	15
<b>PART IV: Quality Assurance Review</b> .....	17
<b>Exhibits:</b> .....	19
Exhibit 1: Fiscal Year 2021 USDA Program Complaints Closed	
Exhibit 2: Fiscal Year 2022 USDA Program Complaints Closed	
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed	
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed	
Exhibit 5: Fiscal Year 2021 Number and Type of Personnel Actions Taken Following Resolution of Employment Complaints	
Exhibit 6: Fiscal Year 2022 Number and Type of Personnel Actions Taken Following Resolution of Employment Complaints	

## Executive Summary

The Office of the Assistant Secretary for Civil Rights (OASCR) is responsible for ensuring equity by leading and overseeing the United States Department of Agriculture (USDA)'s civil rights programs. OASCR provides oversight for USDA, leads compliance with all civil rights and related programs, coordinates the administration of civil rights laws and regulations for USDA programs, employees, and program participants, and ensures that civil rights components are incorporated into USDA's strategic planning initiatives. Civil Rights enforcement and accountability are core components to this agenda.

OASCR's mission is to provide leadership and direction for the fair and equitable treatment of all USDA customers and employees while ensuring the delivery of quality programs and enforcement of civil rights. USDA remains committed to ensuring the equal and equitable enforcement of civil rights, including, but not limited to, matters related to program delivery, compliance, and the processing of employee and program complaints.

OASCR manages two complaint processes: program complaints and employment (Equal Employment Opportunity (EEO)). Program discrimination complaints are those filed by participants in USDA's federally conducted programs and activities and against recipients of USDA federal financial assistance programs. Employment discrimination complaints are filed by USDA employees, applicants or any specific class of individuals who believe they have suffered discrimination in terms, conditions, and/or privileges of employment.

## Annual Reporting Requirements

Section 14010 (1) of the Food, Conservation, and Energy Act of 2008 (2008 Farm Bill), mandates that the United States Department of Agriculture (USDA) prepare an annual report on each of its agency's civil rights complaints, resolutions, and actions. Pursuant to the 2008 Farm Bill, this report provides the following:

- number of civil rights complaints filed at USDA, including program and employment;
- length of time USDA took to process each civil rights complaint to closure;
- number of proceedings<sup>1</sup> brought against USDA, including the number of complaints (as described in Section 14010 (1)) resolved with a finding of discrimination; and
- number and types of personnel actions taken by USDA following the resolution of civil rights complaints.

The 2008 Farm Bill requires USDA to submit a copy of this report to the House Committee on Agriculture and the Senate Committee on Agriculture, Nutrition and Forestry, and make the report available to the public on USDA's website.

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<sup>1</sup> While the term "proceedings" is not defined, OASCR has interpreted it narrowly to refer to program and EEO complaints in various fora, stages of the process. In other words, complaints adjudicated by FAD by the Agency, or EEOC administrative Judge at hearing or appeal, and District Court. The closures of data reflected throughout the Report includes complaints in the various forums. For example, Exhibit 2 includes complaints closed by EEOC AJ at hearing as well as by FADs.

Data reflected in this report represents program and employment discrimination complaint data collected from the following USDA agencies<sup>2</sup>:

Agricultural Marketing Service (AMS)	National Appeals Division (NAD) <sup>3</sup>
Agricultural Research Service (ARS)	National Institute of Food and Agriculture (NIFA)
Animal and Plant Health Inspection Service (APHIS)	Natural Resources Conservation Service (NRCS)
Economic Research Service (ERS)	Office of the Chief Financial Officer (OCFO)
Farm Service Agency (FSA)	Office of Inspector General (OIG)
Food and Nutrition Service (FNS)	Rural Development (RD)
Food Safety and Inspection Service (FSIS)	Risk Management Agency (RMA)
Foreign Agricultural Service (FAS)	Departmental Administration (DA) <sup>4</sup>
Forest Service (FS)	Office of the Assistant Secretary for Civil Rights (OASCR)
National Agricultural Statistics Service (NASS)	

USDA submits herein fiscal years (FY) 2021 and 2022 civil rights report to the House Committee on Agriculture and the Senate Committee on Agriculture, Nutrition, and Forestry pursuant to the requirements of the Farm Bill Report.

As part of OASCR's ongoing process improvement efforts, OASCR identified subject matter experts to review the program complaints data for FY 2021 and FY 2022 referenced herein. The primary source of program data was the Civil Rights Management System. As a result of the review, variances in the Farm Bill FY 2021 data previously submitted have been corrected and reconciled.

### **Processing Time for Program Complaints FY 2021 and FY 2022**

USDA has a longstanding challenge with timely processing program complaints, which has compounded to an inventory of aged complaints. The timeliness of program complaint processing is impacted by a variety of factors: the timely submission of details from complainants, the complexity of a complaint, the related USDA program, and resources available to investigate and respond to complaints from the field and USDA agencies and staff offices.

OASCR has established a policy to reduce processing times for program complaints to 225 days in FY 2024. To accomplish this goal, OASCR is actively rebuilding its civil rights workforce and capacity by leveraging existing authorities and funding resources. These efforts have already resulted in significant success.

In Fiscal Year 2023, significant outcomes have resulted from transforming USDA's Program Complaints Processing by engaging in aggressive inventory reduction initiatives, yielding a decrease in inventory age and processing times. In FY 2021, the average processing time to resolve program complaints was 391 days. In FY 2022, the average processing time to resolve program complaints decreased by ten (10) days to 381 days.

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<sup>2</sup> On November 29, 2018, Grain Inspection, Packers and Stockyards Administration (GIPSA) was eliminated as a stand-alone agency and transferred to AMS. However, one complaint processed during Fiscal Year (FY) 2021 was reported under GIPSA. As a result, the employment exhibits in this report reflect one GIPSA complaint separate from AMS complaints.

<sup>3</sup> In FY 2022, USDA did not process any NAD cases.

<sup>4</sup> DA complaints received prior to FY 2018 are reflected in this report under the previous name, Departmental Management (DM). Employment complaints initiated or filed against DA and other staff offices were processed by the OASCR's Conflict Complaints Division (CCD).

Not only was the average processing time been reduced by [10] days in FY 2022, in FY 2023 OASCR is on track to process FY 2024 program complaints with an average processing time of 225 days.

### **Processing Time for Employment Complaints FY 2021 and FY 2022**

In FY 2022, OASCR adhered to all regulatory timeframes for all phases of the employment complaint process and processed all employment complaints timely pursuant to a mandatory requirement. EEO complaints were consistently investigated within 154 days in FY 2021 and FY 2022 and within the regulatory time frame of 180 days.<sup>5</sup> The average processing time for the Agency to issue Final Agency Decisions without an EEOC administrative hearing was 56 days in FY 2021 and 64 days in FY 2022. During that same period, the average processing time increased by 18 days. Between FY 2021 and FY 2022, the number of EEO complaints increased from 931 to 949 for complaints where an EEOC hearing before an EEOC Administrative Judge was requested, instead of an issuance of a Final Agency Decision by USDA.

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<sup>5</sup> FY 2021 and FY 2022 EEO 462 Reports.

# **PART I**

**Fiscal Year 2021**

**Fiscal Year 2022**

**USDA Formal Program Complaints Data**

## Section A: Program Complaints Filed FY 2021 and FY 2022

### Introduction

USDA prohibits discrimination on the basis of race, color, religion, sex, sexual harassment, age, national origin, marital status, sexual orientation, familial status, disability, limited English proficiency, or because all or a part of an individual's income is derived from a public assistance program. In programs that receive Federal financial assistance from USDA, discrimination is prohibited on the bases of race, color, religious creed, sex, political beliefs, age, disability, national origin, or limited English proficiency. (Not all bases apply to all programs.) Reprisal is prohibited based on prior civil rights activity.

Program discrimination complaints are filed by participants of USDA's federally conducted programs and activities conducted by USDA and administered through local USDA offices, (e.g., FSA's Farm Loan and RD's Single Family Housing Loan programs). USDA also receives program complaints filed against recipients of USDA's federal financial assistance programs (primarily State and local agencies and multi-family housing authorities), such as FNS' Supplemental Nutrition Assistance Program and RD's Multi-Family Housing Program.

This section contains comparative data regarding the number of formal program discrimination complaints filed by participants of USDA federally funded programs.

### Summary of Data

**Table 1** provides a comparison of the number of program complaints filed with USDA for FY 2021 and FY 2022. In FY 2021, 220 program complaints were filed with USDA in comparison to 231 program complaints filed in FY 2022. This represents a five percent increase in program complaints filed from FY 2021 to FY 2022.

<b>Fiscal Year</b>	<b>Number of Program Complaints</b>
2021	220
2022	231
Source: Civil Rights Management System	



## Section B: Program Complaints Processed by USDA FY 2021 – FY 2022

**Table 2** provides the number of program complaints processed by USDA in FY 2021 in comparison to the number of program complaints processed in FY 2022. For context, the table also provides the number of complaints that were pending at the beginning and end of each fiscal year. The number of Complaints Pending at Beginning of FY combined with the number of Complaints Accepted minus the number of Complaints Closed equals the total number of Complaints Pending at the End of the FY. (For FY 2022, 293+231-210=314)

**Table 2**  
**Number of Program Complaints Processed by USDA**

<b>Fiscal Year</b>	<b>Complaints Pending at Beginning of FY</b>	<b>Complaints Filed</b>	<b>Complaints Accepted</b>	<b>Complaints Closed</b>	<b>Complaints Pending at End of FY</b>
2021	300	317	220	227	293
2022	293	279	231	210	314

## Section C: Program Complaint Inventory of Agencies According to Highest Inventory Complaint Data

### Introduction

This section illustrates data regarding the three (3) USDA agencies with the highest total inventory of program complaints and the number of complaints filed against each agency.

### Summary of Data

Between FY 2021 and FY 2022, RD, FNS, and FSA were consistently the three agencies with the highest inventory of complaints filed and closed for the two-year period. These agencies account for 95 percent of complaints filed in FY 2022 and accounted for 91 percent of the complaints closed in FY 2022.

Of the 220 program complaints filed with USDA during FY 2021, 205 came from these three agencies. The following agencies had the highest inventory of program complaints: RD - 85 program complaints; FNS - 80 program complaints; and FSA - 40 program complaints.

Of the 231 program complaints filed with USDA during FY 2022, 219 came from these three agencies. The following agencies had the highest inventory of program complaints: RD-111 complaints; FNS-92 complaints; and FSA-16 complaints.

## **Section D: Average Processing Time of Program Complaints**

### **Introduction**

The Average Processing Time for program complaints is defined by the average duration of cases processed to closure within the respective fiscal year. The method of computation of the Average Processing Time is the date the complaint was resolved (Final Agency Decision or Closure) subtracted from the day the complaint was accepted for investigation. A program complaint is considered processed when it has been received, accepted for processing, and resolved through a determination in compliance with Departmental regulations.

### **Average Processing Time of Closed Program Complaints**

In FY 2021, the average processing time for the 227 program complaints resolved was 391 days.<sup>6</sup> The average processing time of 391 days reflects the number of days to process the 227 program complaints accepted. In FY 2022, the average processing time for the 210 program complaints resolved by Final Agency Decision or through regulatory closure was 381 days.

**Table 3** provides the number of program complaints resolved by USDA, reflected by agency for FY 2021 and FY 2022.

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<sup>6</sup> In FY2021, the average processing time reported of 412 days reflected the average processing time for 151 program complaints resolved excluding complaints closed for Failure to Pursue, Failure to State a Claim, Lack of Jurisdiction, Programmatic Referral, and Untimely Filing.

**Table 3**  
**Average Processing Time of Closed Program Complaints**  
**for USDA and Agencies**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Resolved</b>	<b>Average Processing Time (Days)</b>
<b>2021</b>	<b>USDA</b>	<b>227</b>	<b>391</b>
	NIFA	2	591
	NRCS	3	670
	FSA	34	583
	RD	96	470
	FS	9	414
	AMS	1	489
	FNS	82	200
<b>2022</b>	<b>USDA</b>	<b>210</b>	<b>381</b>
	NIFA	2	556
	NRCS	5	358
	FSA	45	469
	RD	72	497
	FS	5	529
	AMS	4	749
	FNS	75	180
	APHIS	1	572
	RMA	1	534

Source: Civil Rights Enterprise System

## **Section E: Program Complaints Resolved with Findings of Discrimination**

### **Introduction**

Final Agency Actions involving findings of discrimination are issued on the record. The final actions may include complaints with a variety of bases and issues.

### **Summary of Data**

**Table 4** provides the number of findings of discrimination from FY 2021 and FY 2022. The number of findings of discrimination remained constant at one (1) for FY 2021 and FY 2022.

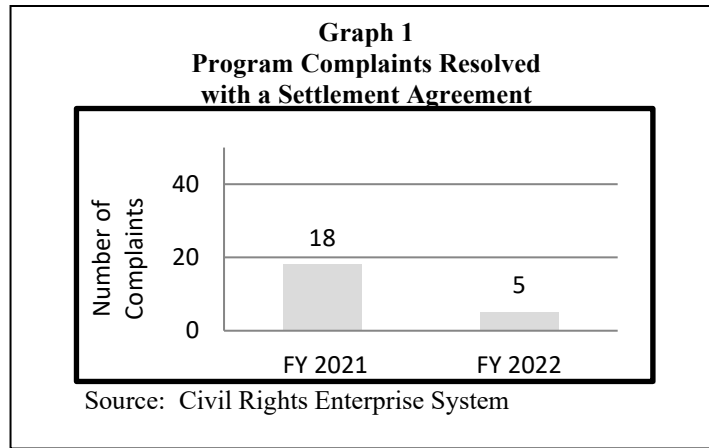
## Section F: Program Complaints Resolved by Settlement Agreement

### Introduction

This section provides data regarding the number of program complaints resolved by settlement agreement for FY 2021 and FY 2022.

### Summary of Data

**Graph 1** provides from FY 2021 to FY 2022, the number of program complaints resolved by settlement agreement decreased from eighteen (18) program complaints in FY 2021 to five (5) program complaints in FY 2022 for a total of thirteen (13) program complaints resolved by settlement agreement.



## **PART II**

**Fiscal Year 2021**

**Fiscal Year 2022**

**USDA Formal Employment  
Complaint Data**

## Section A: Employment Complaints Filed at USDA FY 2021 and FY 2022

### Introduction

Employment discrimination complaints are filed by USDA employees, applicants or any specific class of individuals who believe they have suffered discrimination in terms, conditions, and/or privileges of employment. USDA encourages the use of Alternative Dispute Resolution (ADR) to resolve discrimination complaints at the earliest possible stage of the process.

This section provides comparative information regarding the informal discrimination complaint process, specifically the Pre-Complaint Resolution Data on the use of ADR and the number of formal EEO complaints filed.

### Summary of Pre-Complaint Resolution Data

**Table 5** provides FY 2021 and FY 2022 Pre-complaint Resolution data. During FY 2021, there were 542 employment complaints filed by aggrieved parties who were offered ADR services. 274 of the aggrieved parties agreed to participate in ADR, resulting in thirty-three (33) settlement agreements. During FY 2022, there were 631 employment complaints filed by aggrieved parties who were offered ADR services. 280 of the aggrieved parties agreed to participate in ADR, resulting in fifteen (15) settlement agreements.

<b>Fiscal Year</b>	<b>Offered ADR</b>	<b>Accepted ADR</b>	<b>Resolved /Settlement Agreements</b>
2021	542	274	33
2022	631	280	15

Source: Certified FY 2021 and FY 2022 462 Reports

**Table 6** provides the number of formal EEO complaints filed with USDA for FY 2021 to FY 2022. During FY 2021, there were 340 EEO complaints filed. During FY 2022 there were 263 EEO complaints filed.

<b>Fiscal Year</b>	<b>Number of EEO Complaints</b>
2021	340
2022	263

Source: Certified FY 2021 and FY 2022 462 Reports

## Section B: Inventory of Employment Complaints Processed at USDA FY 2021 and FY 2022

During FY 2021, there were 340 formal employment complaints filed and 411 employment complaints closed. In FY 2022, there were 263 formal complaints filed and 419 were closed.

**Table 7** provides the total number of EEO complaints in USDA’s inventory for FY 2021 in comparison to the following fiscal year. The data shows a decline in the EEO complaint inventory from FY 2021 to FY 2022.<sup>7</sup>

<b>Fiscal Year</b>	<b>Complaints Pending at Beginning of FY</b>	<b>Complaints Filed</b>	<b>Complaints Closed</b>	<b>Complaints Pending at End of FY</b>
2021	631	340	411	560
2022	549	263	419	393

Source: Certified FY 2021 and FY 2022 462 Reports

## Section C: Employment Complaint Inventory by Agencies and Mission Areas with Highest Total Employment Complaint Inventory

### Introduction

This section provides data regarding the USDA agencies and/or Mission Areas with the highest total inventory of employment complaints and the number of complaints filed according to agency.

### Summary of Data

In FY 2021, the employment complaints filed for FS, FPAC and FSIS accounted for approximately 50 percent (169 complaints) of the total 340 formal complaints filed at the USDA. Of the 340 formal employment complaints filed with USDA during FY 2021, the following agencies had the highest inventories: FS-71 employment complaints; FPAC-46 employment complaints<sup>8</sup>; and FSIS-52 employment complaints.

In FY 2022, the employment complaints filed for FS, FPAC, and FSIS accounted for approximately 46 percent (121 complaints) of the total 263 formal employment complaints filed at USDA. Of the 263 formal employment complaints filed with USDA during FY 2022, the following agencies had the highest inventories of employment complaints: FS-59 employment complaints; FPAC-30 employment complaints; and FSIS- 41 employment complaints.

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<sup>7</sup> The formal complaint inventory includes formal complaints filed during the fiscal year, as well as formal complaints pending EEOC administrative hearing carried over from prior years. Therefore, formal complaints closed during the year often exceeds the number of formal complaints filed during the fiscal year.

<sup>8</sup> This figure represents total complaints filed by FPAC, FSA, NRCS, RMA. The Civil Rights office for FSA, NRCS, RMA is located in the FPAC business office and all complaints for these agencies are processed by FPAC.

**Table 8**  
**FY 2021 and FY 2022 Employment Complaint Inventory by Agencies and Mission Areas with the Highest Total Inventory**

	FY2021			FY2022		
	Complaints Filed	Complaints Closed	Total Workforce	Complaints Filed	Complaints Closed	Total Workforce
<b>FS</b>	71	94	36,914	59	103	36,914
<b>FPAC</b>	46	73	15,785	30	56	15,754
<b>FSIS</b>	52	56	8,987	41	56	8,626

Source: FY 2021 and FY 2022 Certified 462 Reports

**Table 8** provides data reflecting the top three (3) agencies and/or Mission Areas with the highest number of employment complaints and their total workforce. The data shows FS, FPAC and FSIS consistently had the highest total inventory from FY 2021 and FY 2022.<sup>9</sup>

#### **Section D: Average Processing Time for Employment Complaints**

##### **Introduction**

The Average Processing Time for employment complaints in FY 2021 is presented according to the following two (2) categories: 1) Average Days for USDA to Complete Investigations, 2) Average Days for USDA to Issue Final Agency Decisions. The two (2) categories provided will help distinguish the cases processed by USDA and those over which EEOC retained jurisdiction through issuance of the final order.<sup>10</sup>

##### **Average Days to Complete EEO Investigations**

EEO investigations were consistently processed within 154 days in FY 2021 and FY 2022. This timeframe falls below the regulatory time frame of 180 days.

<sup>9</sup> FAC-This figure represents total complaints filed by FPAC, FSA, NRCS, RMA. The Civil Rights office for FSA, NRCS, RMA is located in the FPAC business office and all complaints for these agencies are processed by FPAC.

<sup>10</sup> Exhibit 2 reflects a complete listing of all formal complaints closed during FY 2022 and their respective ages at the time of closure. Exhibit 2 includes formal complaints for which Complainants elected an administrative hearing which were adjudicated before an EEOC Administrative Judge.



**Table 9  
Average Days to Complete EEO Investigations**

<b>Agency</b>	<b>Average Days in FY 2021</b>	<b>Average Days in FY 2022</b>
<b>USDA</b>	<b>154</b>	<b>154</b>
AMS	140	157
APHIS	149	149
ARS	143	137
ERS	137	-
FAS	149	147
FNCS	143	146
FS	132	142
FSIS	131	139
FPAC/FSA/NRCS/RMA	158	128
NASS	178	163
NIFA	-	-
RD	187	164

**Source:**

FY 2021 and FY 2022 Certified 462 Reports, Part IX, Summary of Investigations Completed, Section A

Please note for FY 2021, ERS completed two (2) investigations yielding the Average Processing Time for investigations of 137 days. For 2022, ERS had zero complaints filed and thus did not complete any investigations. The same holds true for NIFA. For 2021 and 2022, NIFA had zero complaints filed and zero completed investigations.

FPAC Data: This figure represents total complaints filed by FPAC, FSA, NRCS, RMA. The Civil Rights office for FSA, NRCS, RMA is located in the FPAC business office and all complaints for these agencies are processed by FPAC.

**Average Days for USDA to Issue Final Agency Decisions**

The Average Processing Time for USDA to issue Final Agency Decisions in FY 2021 was 56 days. This falls below the regulatory time frame of 60 days. In FY 2022, the Average Processing Time for USDA to issue Final Agency Decisions increased to 64 days.

**Table 10**  
**Average Processing Time for USDA to issue Final Agency Decisions**

<b>Agency</b>	<b>USDA APT (Days) for FADs in FY 2021</b>	<b>USDA APT (Days) for FADs in FY 2022</b>
USDA	56	64
AMS	64	62
APHIS	79	54
ARS	40	36
ERS	-	55
FAS	26	64
FNS	26	36
FS	53	65
FSIS	43	63
FPAC/FSA/NRCS/RMA <sup>1</sup>	63	39
NASS	-	52
NIFA	-	-
OCFO	37	112
RD	103	70

Source: FY 2021 and FY 2022 Certified 462 Reports, Part IX, Summary of Investigations Completed

## Section E: Employment Complaints Resolved with Findings of Discrimination

### Introduction

Final Agency Actions resulting in findings of discrimination may be issued on the record or following an EEOC Administrative Hearing. The final actions resulting in findings of discrimination may include complaints with a variety of bases and issues.

### Summary of Data

**Table 11** provides the number of employment complaints resolved with findings of discrimination in FY 2021 and FY 2022. In FY 2021, there was one (1) finding of discrimination with an EEOC Administrative Hearing. In FY 2022, there were eight (8) findings of discrimination with an EEOC Administrative Hearing. The number of findings of discrimination pursuant to an EEOC Administrative Hearing increased by seven (7) from FY 2021 to FY 2022. In FY 2021, there were Zero (0) Findings of Discrimination without and EEOC Administrative Hearing. In FY 2022, there were two (2) findings of discrimination without an EEOC Administrative Hearing. The number of findings without an EEOC Administrative Hearing increased to two (2) from FY 2021 to FY 2022.

**Table 11**  
**Employment Complaints Resolved with a Finding of Discrimination**

<b>Fiscal Year</b>	<b>With an EEOC Administrative Hearing</b>	<b>Without an EEOC Administrative Hearing</b>
2021	1	0
2022	8	2

Source: FY 2022 No FEAR Act Annual Report

## Section F: Personnel Actions Taken Following Resolution of Employment Complaints by Settlement Agreement or Findings of Discrimination for FY 2021 and FY 2022

In FY 2021, there were sixty (60) complaints voluntarily resolved by settlement agreement and one (1) by final agency order. The total number of personnel actions taken by USDA agencies following the resolution of employment complaints was thirty-one (31).

In FY 2022, there were sixty-four (64) complaints voluntarily resolved by settlement agreement and one (1) by final agency order. The total number of personnel actions taken by USDA agencies following the resolution of employment complaints was twenty-six (26).

**Table 12**  
**Personnel Actions Taken Following Resolution of Employment Complaints by Either a Settlement Agreement or Finding of Discrimination in FY 2022**

<b>Personnel Actions</b>	<b>FY 2021</b>	<b>FY 2022</b>
Disciplinary Action Modified	2	2
Disciplinary Action Rescinded	4	5
Hire Non-Retroactive	3	0
Hire Retroactive	1	0
Promotion Non-Retroactive	4	4
Promotion Retroactive	1	0
Reassignment	9	10
Reinstatement	1	0
Removals Rescinded and Voluntary	6	5
<b>Total</b>	<b>31</b>	<b>26</b>

Source: No FEAR Report

**Section G: Administrative Disciplinary Actions**

**Summary of Data**

In FY 2021, the Agency issued one Letter of Reprimand against an employee found to have committed prohibited acts of discrimination, retaliation, harassment, or prohibited personnel practices (including those acts discovered in conjunction with investigations of whistleblower protection or civil rights complaints). In FY 2022, there were zero disciplinary actions issued.

## **PART III**

### **Recommendations from OASCR**

## Recommendations from OASCR

Based on the findings within this report, OASCR will implement and/or recommend the select mitigation and complaint prevention strategies as outlined below.

- OASCR will recommend the codification of the program complaint processing timeframe, not to exceed 225 days, for all stages of the program complaint process.
- With regard to data accuracy and data integrity, OASCR will develop policies that address how it currently identifies and labels correspondence and actual program complaints. OASCR will report data annually to include program complaints data fields, including the number of annual program complaints filed and the number of annual findings of discrimination in program complaints. This information will also be posted on the OASCR website.
- OASCR will continue to identify technology modernization and integration processes to improve and develop USDA data maintenance and tracking systems. OASCR will continue with the enhancements of the replacements of legacy systems.
- OASCR will continue to integrate Alternative Dispute Resolution at the informal stage of the EEO process while encouraging resolution of discrimination complaints at every stage of the process.
- OASCR will monitor USDA's efforts in assessing the participation rates of protected groups in programs and services and its methods to increase representation through the continued use of Civil Rights Impact Analysis.
- OASCR will implement and schedule civil rights training and education modules to address complaint allegations on the basis of age, disability, race, sex, and retaliation.
- OASCR is responsible for providing oversight for a Civil Rights Performance Assessment to ensure Mission Area and agency leadership are in compliance with civil rights laws and regulations.

# **PART IV**

## **Quality Assurance Review**

## **Introduction**

Pursuant to recommendations of the Government Accountability Office (GAO), the Deputy Assistant Secretary for Civil Rights convened a panel of subject matter experts in complaint processing under Titles VI and VII of the Civil Rights Act of 1964 in preparation the draft of the FY 2022 *Report of Civil Rights Complaints, Resolutions And Actions* for FISCAL YEAR 2022 (Farm Bill Report). The subject matter experts reviewed the program and employment complaint data for FY 2021 and FY 2022 and sources cited within the Report for accuracy as well as the data for FY 2021 and FY 2022 referenced herein. The primary sources of employment complaint data were the Certified Form 462, which is certified by the Deputy Assistant Secretary for Civil Rights and approved by the Equal Employment Opportunity Commission annually. The primary source of program data was the Civil Rights Management System.

In FY 2023, OASCR instituted technological modernization migrating to two (2) new technology systems of record for both program complaints and EEO complaints processing. The migration from the Program Complaint Management System (PCMS) to the Civil Rights Management System (CRMS). In addition, there was a migration from iComplaints to Entellitrak-Equal Employment Opportunity (ETK-EEO) database.

## **Methodology**

### **Employment Quality Review**

- As cited above, the primary sources of data were derived from the FY 2021 and FY 2022 Certified Form 462 Reports.
- Noted variances in historical data presented have been corrected to reconcile with the Fiscal Year 2021 and Fiscal Year 2022 data presented in the Certified Form 462 Reports.
- Employment complaint data as reflected in Exhibits 1 through 3 were compiled from the Entellitrak-Equal Employment Opportunity (ETK-EEO) database which serves as OASCR's primary EEO complaint data repository to supplement the aggregate data as presented in the FY 2022 Farm Bill Report.

## **Independent Review**

The Deputy Assistant Secretary for Civil Rights appointed independent contractors to conduct a final comprehensive review of the FY 2022 Farm Bill Report prior to submission. Thereafter, the FY 2022 Farm Bill Report is reviewed through the Agency's Executive Correspondence Management (ECM) protocol.



## EXHIBITS

- Exhibit 1:** Fiscal Year 2021 USDA Program Complaints Closed
- Exhibit 2:** Fiscal Year 2022 USDA Program Complaints Closed
- Exhibit 3:** Fiscal Year 2021 USDA Employment Complaints Closed
- Exhibit 4:** Fiscal Year 2022 USDA Employment Complaints Closed
- Exhibit 5:** Fiscal Year 2021 Number and Type of Personnel Actions Taken Following Resolution of Employment Complaints
- Exhibit 6:** Fiscal Year 2022 Number and Type of Personnel Actions Taken Following Resolution of Employment Complaints

The exhibits listed above are attached to the FY 2022 Farm Bill Report and will be made available on the OASCR website. To obtain a copy of the exhibits, visit the Office of the Assistant Secretary for Civil Rights, Information Research Service, at (202) 401-0005 or (800) 795-3272 (toll free) or by sending an email request to [CR-INFO@usda.gov](mailto:CR-INFO@usda.gov).

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010

Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 1: Fiscal Year 2021 USDA Program Complaints Closed

<b>Agency</b>	<b>Complaint</b>	<b>Closure Date</b>	<b>Processing Time to Closure</b>
AMS	1	02/25/2021	489
FNS	2	04/29/2021	996
FNS	3	11/16/2020	748
FNS	4	12/22/2020	494
FNS	5	12/22/2020	476
FNS	6	12/22/2020	525
FNS	7	11/18/2020	419
FNS	8	06/29/2021	637
FNS	9	12/14/2020	406
FNS	10	02/09/2021	442
FNS	11	04/29/2021	531
FNS	12	12/28/2020	381
FNS	13	06/29/2021	565
FNS	14	01/19/2021	342
FNS	15	04/23/2021	389
FNS	16	03/31/2021	400
FNS	17	10/08/2020	183
FNS	18	04/23/2021	380
FNS	19	12/22/2020	216
FNS	20	10/23/2020	161
FNS	21	10/07/2020	145
FNS	22	02/04/2021	307
FNS	23	02/04/2021	212
FNS	24	12/22/2020	236
FNS	25	03/02/2021	201
FNS	26	03/04/2021	211
FNS	27	10/01/2020	55
FNS	28	10/27/2020	60
FNS	29	03/17/2021	229
FNS	30	12/22/2020	117
FNS	31	03/18/2021	210
FNS	32	03/29/2021	242
FNS	33	03/04/2021	241
FNS	34	02/04/2021	276
FNS	35	01/19/2021	256

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010

Report of Civil Rights Complaints, Resolutions, and Actions  
Fiscal Year 2021

Exhibit 1: USDA Program Complaints Closed

Agency			
FNS	36	02/02/2021	154
FNS	37	06/03/2021	279
FNS	38	06/21/2021	391
FNS	39	11/20/2020	36
FNS	40	12/01/2020	47
FNS	41	12/07/2020	32
FNS	42	06/03/2021	245
FNS	43	01/11/2021	52
FNS	44	03/25/2021	112
FNS	45	01/11/2021	39
FNS	46	06/29/2021	208
FNS	47	03/24/2021	105
FNS	48	02/09/2021	49
FNS	49	05/01/2021	116
FNS	50	03/23/2021	68
FNS	51	03/31/2021	78
FNS	52	05/19/2021	124
FNS	53	06/03/2021	126
FNS	54	02/25/2021	28
FNS	55	03/01/2021	27
FNS	56	03/12/2021	36
FNS	57	04/09/2021	52
FNS	58	08/31/2021	215
FNS	59	03/23/2021	61
FNS	60	03/30/2021	61
FNS	61	05/18/2021	76
FNS	62	06/17/2021	106
FNS	63	06/03/2021	106
FNS	64	06/09/2021	77
FNS	65	08/31/2021	180
FNS	66	06/09/2021	72
FNS	67	06/28/2021	77
FNS	68	08/11/2021	126
FNS	69	06/30/2021	84
FNS	70	08/31/2021	218

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010

Report of Civil Rights Complaints, Resolutions, and Actions  
Fiscal Year 2021

Exhibit 1: USDA Program Complaints Closed

Agency			
FNS	71	08/11/2021	133
FNS	72	06/30/2021	65
FNS	73	06/15/2021	61
FNS	74	06/09/2021	28
FNS	75	09/08/2021	107
FNS	76	08/10/2021	82
FNS	77	08/11/2021	62
FNS	78	07/01/2021	22
FNS	79	08/31/2021	96
FNS	80	08/25/2021	58
FNS	81	09/28/2021	76
FNS	82	09/15/2021	41
FNS	83	05/28/2021	43
FS	84	04/05/2021	725
FS	85	01/11/2021	635
FS	86	03/10/2021	484
FS	87	01/11/2021	364
FS	88	03/18/2021	455
FS	89	11/05/2020	275
FS	90	09/14/2021	433
FS	91	07/14/2021	171
FS	92	09/30/2021	183
FSA	93	12/15/2020	1114
FSA	94	01/27/2021	1136
FSA	95	12/08/2020	1077
FSA	96	11/02/2020	823
FSA	97	03/31/2021	842
FSA	98	10/19/2020	605
FSA	99	04/05/2021	837
FSA	100	09/28/2021	1043
FSA	101	06/28/2021	833
FSA	102	03/10/2021	734
FSA	103	01/13/2021	630
FSA	104	09/03/2021	848
FSA	105	04/22/2021	695

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010

Report of Civil Rights Complaints, Resolutions, and Actions  
Fiscal Year 2021

Exhibit 1: USDA Program Complaints Closed

Agency			
FSA	106	03/10/2021	597
FSA	107	09/15/2021	765
FSA	108	08/11/2021	702
FSA	109	04/15/2021	585
FSA	110	06/08/2021	599
FSA	111	05/18/2021	567
FSA	112	02/25/2021	506
FSA	113	07/22/2021	569
FSA	114	12/16/2020	415
FSA	115	07/01/2021	484
FSA	116	11/03/2020	312
FSA	117	03/31/2021	411
FSA	118	06/28/2021	460
FSA	119	03/31/2021	184
FSA	120	08/25/2021	540
FSA	121	09/21/2021	312
FSA	122	07/20/2021	170
FSA	123	07/02/2021	133
FSA	124	05/25/2021	62
FSA	125	08/30/2021	168
FSA	126	09/25/2021	61
NIFA	127	07/21/2021	523
NIFA	128	09/03/2021	660
NRCS	129	03/18/2021	785
NRCS	130	09/01/2021	705
NRCS	131	09/23/2021	519
RD	132	09/22/2021	1800
RD	133	09/23/2021	1249
RD	134	08/16/2021	1179
RD	135	10/21/2020	792
RD	136	07/20/2021	1058
RD	137	10/15/2020	688
RD	138	11/02/2020	685
RD	139	11/02/2020	706
RD	140	11/03/2020	691

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010

Report of Civil Rights Complaints, Resolutions, and Actions  
Fiscal Year 2021

Exhibit 1: USDA Program Complaints Closed

Agency			
RD	141	11/09/2020	642
RD	142	01/06/2021	645
RD	143	03/25/2021	741
RD	144	01/14/2021	640
RD	145	08/18/2021	856
RD	146	01/26/2021	652
RD	147	07/22/2021	800
RD	148	11/03/2020	559
RD	149	07/20/2021	795
RD	150	06/28/2021	759
RD	151	10/21/2020	499
RD	152	01/28/2021	605
RD	153	06/11/2021	709
RD	154	11/02/2020	462
RD	155	12/10/2020	497
RD	156	11/02/2020	467
RD	157	10/15/2020	471
RD	158	09/16/2021	792
RD	159	03/18/2021	552
RD	160	11/19/2020	435
RD	161	05/18/2021	610
RD	162	05/13/2021	610
RD	163	11/03/2020	393
RD	164	01/27/2021	482
RD	165	11/24/2020	393
RD	166	02/11/2021	476
RD	167	04/22/2021	500
RD	168	07/20/2021	595
RD	169	10/15/2020	311
RD	170	04/15/2021	498
RD	171	03/25/2021	447
RD	172	11/19/2020	322
RD	173	11/19/2020	314
RD	174	12/16/2020	322
RD	175	09/01/2021	579

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010

Report of Civil Rights Complaints, Resolutions, and Actions  
Fiscal Year 2021

Exhibit 1: USDA Program Complaints Closed

Agency			
RD	176	11/03/2020	278
RD	177	07/02/2021	493
RD	178	05/18/2021	473
RD	179	08/18/2021	558
RD	180	02/11/2021	378
RD	181	09/01/2021	580
RD	182	03/25/2021	400
RD	183	11/02/2020	257
RD	184	04/15/2021	499
RD	185	09/16/2021	555
RD	186	11/02/2020	265
RD	187	03/25/2021	357
RD	188	04/14/2021	546
RD	189	02/11/2021	406
RD	190	01/28/2021	267
RD	191	04/19/2021	340
RD	192	04/14/2021	546
RD	193	11/05/2020	374
RD	194	09/01/2021	539
RD	195	05/18/2021	452
RD	196	08/05/2021	484
RD	197	08/12/2021	456
RD	198	07/20/2021	390
RD	199	08/23/2021	439
RD	200	11/04/2020	114
RD	201	12/16/2020	252
RD	202	04/22/2021	426
RD	203	03/08/2021	285
RD	204	03/23/2021	476
RD	205	06/15/2021	306
RD	206	01/08/2021	112
RD	207	09/28/2021	382
RD	208	03/26/2021	198
RD	209	06/11/2021	524
RD	210	07/20/2021	306

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010  
Report of Civil Rights Complaints, Resolutions, and Actions  
Fiscal Year 2021  
Exhibit 1: USDA Program Complaints Closed

<b>Agency</b>	<b>Complaint</b>	<b>Closure Date</b>	<b>Processing Time to Resolve</b>
RD	211	07/20/2021	298
RD	212	03/26/2021	343
RD	213	03/25/2021	258
RD	214	03/25/2021	211
RD	215	08/12/2021	374
RD	216	03/25/2021	156
RD	217	01/27/2021	105
RD	218	08/23/2021	279
RD	219	05/18/2021	153
RD	220	09/29/2021	237
RD	221	07/20/2021	140
RD	222	07/01/2021	108
RD	223	09/01/2021	139
RD	224	08/23/2021	83
RD	225	08/23/2021	67
RD	226	08/04/2021	41
RD	227	08/23/2021	175
<b>Total Closed = 227</b>		<b>Average Processing Time to Closure = 391 Days</b>	



UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010 (1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 2: Fiscal Year 2022 USDA Program Complaints Closed

<b>Agency</b>	<b>Complaint</b>	<b>Processing Time to Closed</b>
AMS	1	959
AMS	2	891
AMS	3	663
AMS	4	484
APHIS	5	572
FNS	6	680
FNS	7	722
FNS	8	818
FNS	9	275
FNS	10	247
FNS	11	320
FNS	12	295
FNS	13	220
FNS	14	300
FNS	15	327
FNS	16	259
FNS	17	280
FNS	18	244
FNS	19	462
FNS	20	142
FNS	21	67
FNS	22	86
FNS	23	76
FNS	24	211
FNS	25	91
FNS	26	301
FNS	27	109
FNS	28	163
FNS	29	114
FNS	30	243
FNS	31	314
FNS	32	294
FNS	33	375
FNS	34	301
FNS	35	383
FNS	36	271

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010 (1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 2: Fiscal Year 2022 USDA Program Complaints Closed

Agency	Complaint	Processing Time to Closed
FNS	37	132
FNS	38	119
FNS	39	128
FNS	40	349
FNS	41	154
FNS	42	333
FNS	43	310
FNS	44	11
FNS	45	52
FNS	46	148
FNS	47	96
FNS	48	135
FNS	49	50
FNS	50	137
FNS	51	104
FNS	52	206
FNS	53	68
FNS	54	50
FNS	55	87
FNS	56	29
FNS	57	33
FNS	58	103
FNS	59	27
FNS	60	30
FNS	61	44
FNS	62	35
FNS	63	52
FNS	64	52
FNS	65	106
FNS	66	98
FNS	67	51
FNS	68	41
FNS	69	31
FNS	70	78
FNS	71	85
FNS	72	56

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010 (1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 2: Fiscal Year 2022 USDA Program Complaints Closed

<b>Agency</b>	<b>Complaint</b>	<b>Processing Time to Closed</b>
FNS	73	49
FNS	74	113
FNS	75	2
FNS	76	214
FNS	77	21
FNS	78	83
FNS	79	83
FNS	80	308
FS	81	1382
FS	82	553
FS	83	293
FS	84	321
FS	85	96
FSA	86	1162
FSA	87	1641
FSA	88	910
FSA	89	647
FSA	90	688
FSA	91	511
FSA	92	750
FSA	93	463
FSA	94	489
FSA	95	501
FSA	96	772
FSA	97	764
FSA	98	716
FSA	99	669
FSA	100	412
FSA	101	387
FSA	102	414
FSA	103	423
FSA	104	455
FSA	105	546
FSA	106	547
FSA	107	332
FSA	108	401

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010 (1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 2: Fiscal Year 2022 USDA Program Complaints Closed

Agency	Complaint	Processing Time to Closed
FSA	109	367
FSA	110	225
FSA	111	245
FSA	112	408
FSA	113	196
FSA	114	296
FSA	115	354
FSA	116	269
FSA	117	296
FSA	118	331
FSA	119	305
FSA	120	275
FSA	121	401
FSA	122	604
FSA	123	474
FSA	124	343
FSA	125	396
FSA	126	191
FSA	127	81
FSA	128	7
FSA	129	287
FSA	130	136
NIFA	131	774
NIFA	132	337
NRCS	133	476
NRCS	134	393
NRCS	135	178
NRCS	136	428
NRCS	137	314
RD	138	1755
RD	139	1783
RD	140	1163
RD	141	988
RD	142	701
RD	143	761
RD	144	644

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010 (1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 2: Fiscal Year 2022 USDA Program Complaints Closed

Agency	Complaint	Processing Time to Closed
RD	145	659
RD	146	693
RD	147	681
RD	148	645
RD	149	785
RD	150	554
RD	151	593
RD	152	666
RD	153	583
RD	154	504
RD	155	714
RD	156	378
RD	157	454
RD	158	999
RD	159	789
RD	160	791
RD	161	700
RD	162	603
RD	163	445
RD	164	538
RD	165	278
RD	166	460
RD	167	328
RD	168	414
RD	169	365
RD	170	234
RD	171	404
RD	172	489
RD	173	492
RD	174	331
RD	175	366
RD	176	332
RD	177	339
RD	178	196
RD	179	412
RD	180	288

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010 (1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 2: Fiscal Year 2022 USDA Program Complaints Closed

Agency	Complaint	Processing Time to Closed
RD	181	443
RD	182	320
RD	183	289
RD	184	381
RD	185	198
RD	186	443
RD	187	243
RD	188	387
RD	189	358
RD	190	228
RD	191	238
RD	192	268
RD	193	387
RD	194	342
RD	195	245
RD	196	123
RD	197	180
RD	198	87
RD	199	466
RD	200	386
RD	201	456
RD	202	554
RD	203	561
RD	204	609
RD	205	541
RD	206	328
RD	207	234
RD	208	5
RD	209	216
RMA	210	534
<b>Total Resolved = 210</b>		

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed

Agency	Complaint	Closure Date	Processing Time to Closure
AMS	1	01/25/2021	1673
AMS	2	04/23/2021	1109
AMS	3	07/19/2021	914
AMS	4	06/30/2021	706
AMS	5	04/08/2021	428
AMS	6	12/28/2020	333
AMS	7	02/22/2021	369
AMS	8	08/11/2021	565
AMS	9	11/20/2020	289
AMS	10	08/25/2021	511
AMS	11	04/05/2021	28
AMS	12	08/24/2021	446
AMS	13	08/11/2021	156
AMS	14	03/26/2021	156
AMS	15	05/19/2021	212
AMS	16	08/11/2021	156
AMS	17	08/11/2021	222
AMS	18	08/04/2021	138
AMS	19	08/09/2021	201
APHIS	20	10/02/2020	1519
APHIS	21	03/29/2021	1615
APHIS	22	12/02/2020	1391
APHIS	23	10/19/2020	1245
APHIS	24	02/01/2021	1245
APHIS	25	03/19/2021	739
APHIS	26	04/29/2021	640
APHIS	27	01/25/2021	473
APHIS	28	03/22/2021	465
APHIS	29	03/31/2021	420
APHIS	30	01/08/2021	385
APHIS	31	08/09/2021	588
APHIS	32	12/02/2020	254
APHIS	33	04/06/2021	295
APHIS	34	03/02/2021	323
APHIS	35	09/23/2021	199
APHIS	36	03/11/2021	310
APHIS	37	03/30/2021	313
APHIS	38	12/22/2020	204
APHIS	39	12/17/2020	199

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010

Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed

<b>Agency</b>	<b>Complaint</b>	<b>Closure Date</b>	<b>Processing Time to Closure</b>
APHIS	40	03/11/2021	262
APHIS	41	01/14/2021	55
APHIS	42	05/20/2021	183
APHIS	43	08/11/2021	232
APHIS	44	05/06/2021	131
APHIS	45	01/14/2021	29
APHIS	46	08/03/2021	245
APHIS	47	09/03/2021	227
APHIS	48	09/15/2021	198
APHIS	49	03/11/2021	24
APHIS	50	04/13/2021	34
ARS	51	10/26/2020	4731
ARS	52	09/14/2021	1013
ARS	53	03/25/2021	825
ARS	54	04/07/2021	566
ARS	55	09/16/2021	553
ARS	56	06/04/2021	393
ARS	57	01/28/2021	174
ARS	58	11/17/2020	39
ARS	59	05/11/2021	200
ARS	60	02/03/2021	78
ARS	61	01/24/2021	7
ARS	62	08/11/2021	224
ARS	63	03/08/2021	35
ARS	64	06/17/2021	42
ARS (CCD)	65	09/03/2021	175
CCD	66	12/11/2020	823
CCD	67	07/15/2021	989
CCD	68	06/03/2021	366
CCD	69	11/20/2020	38
CCD	70	02/22/2021	355
CCD	71	07/15/2021	451
CCD	72	10/14/2020	30
CCD	73	05/05/2021	162
CCD	74	07/15/2021	128
CCD	75	08/25/2021	75
CCD	76	08/18/2021	1282
CCD	77	10/01/2020	929
CCD	78	08/18/2021	792



UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010

Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed

<b>Agency</b>	<b>Complaint</b>	<b>Closure Date</b>	<b>Processing Time to Closure</b>
CCD	79	06/14/2021	677
CCD	80	12/11/2020	469
CCD	81	03/03/2021	383
CCD	82	05/18/2021	330
CCD	83	08/24/2021	252
CCD	84	09/30/2021	36
CCD	85	09/30/2021	36
CCD	86	12/02/2020	1834
CCD	87	03/19/2021	1660
CCD	88	09/30/2021	871
CCD	89	12/01/2020	277
DEPT	90	05/04/2021	1336
DEPT	91	05/04/2021	1115
DEPT	92	05/27/2021	771
DEPT	93	02/12/2021	431
DEPT	94	12/28/2020	370
DEPT	95	09/15/2021	582
DEPT	96	11/20/2020	239
DEPT	97	04/20/2021	354
DEPT	98	04/20/2021	331
DEPT	99	03/31/2021	273
DEPT	100	04/15/2021	205
DEPT	101	03/22/2021	166
DEPT	102	09/15/2021	286
FAS	103	12/23/2020	1065
FAS	104	03/09/2021	893
FAS	105	09/28/2021	1093
FAS	106	07/08/2021	948
FAS	107	04/29/2021	766
FAS	108	11/20/2020	291
FAS	109	11/20/2020	192
FAS	110	08/27/2021	393
FAS	111	05/19/2021	163
FAS	112	09/27/2021	196
FAS	113	09/22/2021	163
FNCS	114	05/16/2021	2313
FNCS	115	06/16/2021	1944
FNCS	116	10/27/2020	1687
FNCS	117	05/16/2021	1858

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed

<b>Agency</b>	<b>Complaint</b>	<b>Closure Date</b>	<b>Processing Time to Closure</b>
FNCS	118	05/16/2021	1367
FNCS	119	10/27/2020	946
FNCS	120	10/27/2020	587
FNCS	121	04/28/2021	650
FNCS	122	09/28/2021	660
FNCS	123	06/15/2021	488
FNCS	124	02/26/2021	375
FNCS	125	11/19/2020	280
FNCS	126	10/30/2020	207
FNCS	127	08/31/2021	420
FNCS	128	05/25/2021	215
FNCS	129	11/09/2020	82
FNCS	130	09/14/2021	283
FNCS	131	09/01/2021	153
FNCS	132	06/09/2021	61
FNCS	133	07/16/2021	29
FNCS (CCD)	134	07/15/2021	1210
FPAC	135	12/03/2020	446
FPAC	136	02/26/2021	486
FPAC	137	08/24/2021	685
FPAC	138	01/14/2021	358
FPAC	139	03/23/2021	417
FPAC	140	04/15/2021	454
FPAC	141	10/14/2020	239
FPAC	142	10/15/2020	246
FPAC	143	11/18/2020	282
FPAC	144	11/19/2020	273
FPAC	145	11/03/2020	257
FPAC	146	10/20/2020	200
FPAC	147	03/23/2021	348
FPAC	148	12/14/2020	262
FPAC	149	03/24/2021	315
FPAC	150	11/19/2020	199
FPAC	151	01/12/2021	259
FPAC	152	12/03/2020	240
FPAC	153	09/14/2021	538
FPAC	154	03/23/2021	326
FPAC	155	03/03/2021	278
FPAC	156	10/14/2020	190

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed

<b>Agency</b>	<b>Complaint</b>	<b>Closure Date</b>	<b>Processing Time to Closure</b>
FPAC	157	04/01/2021	24
FPAC	158	04/15/2021	301
FPAC	159	12/07/2020	214
FPAC	160	03/24/2021	216
FPAC	161	02/03/2021	232
FPAC	162	03/23/2021	223
FPAC	163	01/25/2021	192
FPAC	164	03/26/2021	197
FPAC	165	02/04/2021	173
FPAC	166	08/10/2021	204
FPAC	167	03/23/2021	214
FPAC	168	05/12/2021	211
FPAC	169	08/10/2021	250
FPAC	170	08/10/2021	186
FPAC	171	03/10/2021	90
FPAC	172	09/23/2021	226
FPAC	173	05/17/2021	90
FPAC	174	03/31/2021	771
FPAC	175	09/23/2021	910
FPAC	176	05/06/2021	595
FPAC	177	01/15/2021	2669
FPAC	178	01/08/2021	1884
FPAC	179	04/28/2021	1744
FPAC	180	04/06/2021	1606
FPAC	181	11/30/2020	1368
FPAC	182	04/28/2021	1489
FPAC	183	09/08/2021	1582
FPAC	184	09/14/2021	1274
FPAC	185	12/09/2020	883
FPAC	186	02/04/2021	976
FPAC	187	04/14/2021	898
FPAC	188	11/19/2020	619
FPAC	189	05/25/2021	718
FPAC	190	10/01/2020	485
FPAC	191	12/09/2020	496
FPAC	192	06/03/2021	631
FPAC	193	11/02/2020	433
FPAC	194	03/10/2021	505
FPAC	195	05/11/2021	554

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed

<b>Agency</b>	<b>Complaint</b>	<b>Closure Date</b>	<b>Processing Time to Closure</b>
FPAC	196	12/21/2020	419
FPAC	197	12/10/2020	2771
FPAC	198	05/13/2021	2169
FPAC	199	12/10/2020	1144
FPAC	200	05/18/2021	1369
FPAC	201	12/07/2020	1117
FPAC	202	05/10/2021	1237
FPAC	203	06/30/2021	1297
FPAC	204	11/17/2020	907
FPAC	205	02/02/2021	938
FPAC	206	08/03/2021	1097
FPAC	207	05/20/2021	790
FPAC	208	11/04/2020	454
FPAC	209	04/29/2021	562
FPAC	210	05/25/2021	1295
FS	211	03/19/2021	7058
FS	212	02/03/2021	3011
FS	213	12/07/2020	2142
FS	214	06/23/2021	2030
FS	215	05/27/2021	1807
FS	216	12/16/2020	1594
FS	217	09/24/2021	1831
FS	218	01/05/2021	1533
FS	219	04/02/2021	1478
FS	220	05/27/2021	1577
FS	221	11/18/2020	1383
FS	222	09/24/2021	1639
FS	223	02/03/2021	1331
FS	224	02/02/2021	1273
FS	225	03/31/2021	1306
FS	226	02/02/2021	1215
FS	227	07/21/2021	1381
FS	228	01/21/2021	1127
FS	229	09/07/2021	1314
FS	230	08/09/2021	1327
FS	231	10/06/2020	999
FS	232	02/03/2021	1062
FS	233	02/02/2021	1078
FS	234	08/09/2021	1224

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed

<b>Agency</b>	<b>Complaint</b>	<b>Closure Date</b>	<b>Processing Time to Closure</b>
FS	235	08/25/2021	1213
FS	236	10/02/2020	863
FS	237	07/21/2021	1139
FS	238	09/01/2021	1180
FS	239	09/07/2021	1180
FS	240	11/19/2020	787
FS	241	03/29/2021	850
FS	242	09/01/2021	1009
FS	243	04/02/2021	386
FS	244	11/23/2020	663
FS	245	05/06/2021	814
FS	246	02/18/2021	752
FS	247	09/21/2021	942
FS	248	07/21/2021	863
FS	249	01/13/2021	678
FS	250	12/03/2020	618
FS	251	12/01/2020	497
FS	252	08/04/2021	863
FS	253	10/26/2020	537
FS	254	09/15/2021	803
FS	255	09/22/2021	824
FS	256	04/06/2021	616
FS	257	02/18/2021	542
FS	258	07/21/2021	727
FS	259	08/17/2021	726
FS	260	04/26/2021	626
FS	261	03/26/2021	520
FS	262	08/09/2021	707
FS	263	04/26/2021	607
FS	264	03/11/2021	539
FS	265	04/06/2021	487
FS	266	02/22/2021	479
FS	267	04/26/2021	461
FS	268	11/03/2020	277
FS	269	08/09/2021	578
FS	270	10/13/2020	252
FS	271	04/07/2021	419
FS	272	07/29/2021	580
FS	273	03/22/2021	381

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed

Agency	Complaint	Closure Date	Processing Time to Closure
FS	274	02/22/2021	318
FS	275	04/22/2021	162
FS	276	11/20/2020	173
FS	277	07/27/2021	342
FS	278	11/18/2020	121
FS	279	03/30/2021	246
FS	280	04/01/2021	249
FS	281	03/30/2021	231
FS	282	12/11/2020	120
FS	283	04/06/2021	235
FS	284	10/21/2020	61
FS	285	08/26/2021	307
FS	286	11/19/2020	5
FS	287	02/09/2021	45
FS	288	04/07/2021	146
FS	289	01/14/2021	43
FS	290	04/22/2021	162
FS	291	09/21/2021	237
FS	292	08/31/2021	260
FS	293	06/17/2021	178
FS	294	06/14/2021	148
FS	295	09/15/2021	162
FS	296	08/09/2021	153
FS	297	08/25/2021	160
FS	298	05/25/2021	26
FS	299	09/15/2021	188
FS	300	04/13/2021	19
FS	301	08/25/2021	125
FS	302	08/25/2021	155
FS	303	09/24/2021	52
FS	304	08/20/2021	59
FS	305	09/17/2021	39
FS (CCD)	306	10/22/2020	935
FS (CCD)	307	11/03/2020	893
FS (CCD)	308	11/05/2020	3
FSIS	309	03/03/2021	1882
FSIS	310	02/12/2021	1674
FSIS	311	04/14/2021	1660
FSIS	312	05/06/2021	1619

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed

Agency	Complaint	Closure Date	Processing Time to Closure
FSIS	313	09/30/2021	1492
FSIS	314	04/05/2021	1174
FSIS	315	10/02/2020	925
FSIS	316	03/26/2021	942
FSIS	317	03/03/2021	838
FSIS	318	12/23/2020	640
FSIS	319	11/12/2020	685
FSIS	320	10/14/2020	575
FSIS	321	10/14/2020	565
FSIS	322	11/24/2020	632
FSIS	323	02/02/2021	635
FSIS	324	02/02/2021	603
FSIS	325	11/23/2020	490
FSIS	326	09/14/2021	742
FSIS	327	01/04/2021	473
FSIS	328	05/27/2021	479
FSIS	329	02/08/2021	341
FSIS	330	11/23/2020	294
FSIS	331	10/21/2020	250
FSIS	332	11/18/2020	238
FSIS	333	03/25/2021	336
FSIS	334	09/22/2021	198
FSIS	335	08/04/2021	149
FSIS	336	10/23/2020	193
FSIS	337	03/22/2021	328
FSIS	338	12/21/2020	208
FSIS	339	11/20/2020	204
FSIS	340	09/15/2021	405
FSIS	341	03/25/2021	215
FSIS	342	10/05/2020	25
FSIS	343	05/05/2021	212
FSIS	344	10/23/2020	74
FSIS	345	05/05/2021	209
FSIS	346	10/14/2020	21
FSIS	347	11/30/2020	40
FSIS	348	11/20/2020	72
FSIS	349	11/13/2020	39
FSIS	350	04/15/2021	176
FSIS	351	04/14/2021	149

UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed

<b>Agency</b>	<b>Complaint</b>	<b>Closure Date</b>	<b>Processing Time to Closure</b>
FSIS	352	03/04/2021	42
FSIS	353	09/30/2021	245
FSIS	354	08/24/2021	182
FSIS	355	08/09/2021	174
FSIS	356	09/02/2021	181
FSIS	357	08/31/2021	210
FSIS	358	08/04/2021	139
FSIS	359	09/24/2021	154
OCFO	360	10/26/2020	728
OCFO	361	05/21/2021	882
OCFO	362	11/20/2020	486
OCFO	363	10/14/2020	449
OCFO	364	12/29/2020	438
OCFO	365	04/28/2021	552
OCFO	366	10/27/2020	371
OCFO	367	04/28/2021	497
OCFO	368	03/15/2021	462
OCFO	369	07/22/2021	496
OCFO	370	04/28/2021	376
OCFO	371	11/06/2020	203
OCFO	372	10/01/2020	184
OCFO	373	11/23/2020	193
OCFO	374	06/04/2021	263
OCFO	375	04/20/2021	214
OCFO	376	08/11/2021	313
OCFO	377	06/04/2021	212
OCFO	378	06/16/2021	177
OCFO	379	08/11/2021	239
OCFO	380	09/16/2021	237
OCFO	381	09/16/2021	205
OCFO	382	08/12/2021	143
OCFO	383	07/14/2021	117
OCFO	384	09/15/2021	148
OCFO	385	08/16/2021	118
OCFO	386	09/28/2021	55
OIG	387	01/19/2021	1111
OIG	388	03/15/2021	336
RD (CCD)	389	03/29/2021	306
RD	390	12/23/2020	2119



UNITED STATES DEPARTMENT OF AGRICULTURE 2008 FARM BILL,  
SECTION 14010

Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 3: Fiscal Year 2021 USDA Employment Complaints Closed

Agency	Complaint	Closure Date	Processing Time to Closure
RD	391	07/07/2021	1542
RD	392	09/30/2021	1626
RD	393	01/11/2021	1329
RD	394	10/26/2020	1180
RD	395	06/14/2021	1384
RD	396	06/14/2021	1273
RD	397	01/04/2021	949
RD	398	03/12/2021	1010
RD	399	02/10/2021	786
RD	400	02/10/2021	687
RD	401	07/01/2021	752
RD	402	03/24/2021	678
RD	403	04/21/2021	746
RD	404	02/10/2021	541
RD	405	10/21/2020	393
RD	406	08/14/2021	688
RD	407	12/28/2020	263
RD	408	12/28/2020	203
RD	409	03/23/2021	193
RD	410	08/31/2021	383
RD	411	09/22/2021	337
RD	412	12/11/2020	37
RD	413	08/09/2021	185
RD	414	08/17/2021	213
RD	415	09/02/2021	234
RD	416	08/17/2021	222
RD	417	09/15/2021	187
RD (CCD)	418	09/14/2021	854
RD (CCD)	419	05/04/2021	321
<b>Total Resolved = 419</b>		<b>Average Processing Time to Resolve = 615 Days</b>	

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
AMS	1	1622
AMS	2	1180
AMS	3	1054
AMS	4	595
AMS	5	675
AMS	6	332
AMS	7	693
AMS	8	553
AMS	9	225
AMS	10	423
AMS	11	527
AMS	12	362
AMS	13	9
AMS	14	287
APHIS	15	2889
APHIS	16	2195
APHIS	17	2016
APHIS	18	1942
APHIS	19	1956
APHIS	20	326
APHIS	21	1319
APHIS	22	1596
APHIS	23	1672
APHIS	24	1515
APHIS	25	1228
APHIS	26	1186
APHIS	27	1365
APHIS	28	1130
APHIS	29	1072
APHIS	30	700
APHIS	31	1220
APHIS	32	805
APHIS	33	801
APHIS	34	985

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<sup>1</sup> This Exhibit reflects the age of the complaint measured from the formal complaint filed date through the date the complaint was closed which includes both investigation and adjudication (including EEAC administrative hearing decision or Final Agency Decision) of the complaint. Page 1 of 12

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
APHIS	35	1035
APHIS	36	743
APHIS	37	681
APHIS	38	695
APHIS	39	589
APHIS	40	610
APHIS	41	713
APHIS	42	459
APHIS	43	365
APHIS	44	604
APHIS	45	618
APHIS	46	338
APHIS	47	356
APHIS	48	473
APHIS	49	194
APHIS	50	481
APHIS	51	256
APHIS	52	266
APHIS	53	225
APHIS	54	190
APHIS	55	346
APHIS	56	227
APHIS	57	183
APHIS	58	355
APHIS	59	191
APHIS	60	279
APHIS	61	234
APHIS	62	191
APHIS	63	176
APHIS	64	134
APHIS	65	115
APHIS	66	149
APHIS	67	192
APHIS	68	28
APHIS	69	12
APHIS	70	1218
APHIS	71	701

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
APHIS	72	288
APHIS	73	54
ARS	74	1297
ARS	75	994
ARS	76	1034
ARS	77	751
ARS	78	737
ARS	79	574
ARS	80	223
ARS	81	411
ARS	82	193
ARS	83	454
ARS	84	213
ARS	85	139
ARS	86	140
ARS	87	41
CCD	88	1496
CCD	89	1073
CCD	90	850
CCD	91	646
CCD	92	330
CCD	93	535
CCD	94	318
CCD	95	317
CCD	96	299
CCD	97	734
CCD	98	736
CCD	99	1844
CCD	100	1717
CCD	101	1602
CCD	102	1456
CCD	103	1270
CCD	104	896
CCD	105	752
CCD	106	752
CCD	107	724
CCD	108	581

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
<b>CCD</b>	109	462
<b>CCD</b>	110	260
<b>CCD</b>	111	222
<b>CCD</b>	112	52
<b>CCD</b>	113	36
<b>CCD</b>	114	161
<b>ERS</b>	115	1045
<b>ERS</b>	116	775
<b>ERS</b>	117	239
<b>FAS</b>	118	1646
<b>FAS</b>	119	1763
<b>FAS</b>	120	1191
<b>FAS</b>	121	617
<b>FAS</b>	122	326
<b>FAS</b>	123	226
<b>FAS</b>	124	284
<b>FAS</b>	125	131
<b>FAS</b>	126	35
<b>FAS</b>	127	1148
<b>FAS</b>	128	559
<b>FNCS</b>	129	1185
<b>FNCS</b>	130	864
<b>FNCS</b>	131	924
<b>FNCS</b>	132	539
<b>FNCS</b>	133	808
<b>FNCS</b>	134	226
<b>FNCS</b>	135	141
<b>FNCS</b>	136	224
<b>FNCS</b>	137	196
<b>FPAC</b>	138	720
<b>FPAC</b>	139	916
<b>FPAC</b>	140	782
<b>FPAC</b>	141	799
<b>FPAC</b>	142	938
<b>FPAC</b>	143	675
<b>FPAC</b>	144	647
<b>FPAC</b>	145	719

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
FPAC	146	438
FPAC	147	65
FPAC	148	346
FPAC	149	518
FPAC	150	384
FPAC	151	310
FPAC	152	413
FPAC	153	275
FPAC	154	313
FPAC	155	556
FPAC	156	175
FPAC	157	223
FPAC	158	182
FPAC	159	138
FPAC	160	152
FPAC	161	191
FPAC	162	193
FPAC	163	201
FPAC	164	197
FPAC	165	59
FPAC	166	391
FPAC	167	413
FPAC	168	231
FPAC	169	224
FPAC	170	188
FPAC	171	239
FPAC	172	196
FPAC	173	219
FPAC	174	161
FPAC	175	199
FPAC	176	216
FPAC	177	185
FPAC	178	16
FPAC	179	141
FPAC	180	28
FPAC	181	1316
FPAC	182	396

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
<b>FPAC</b>	183	217
<b>FPAC</b>	184	258
<b>FS</b>	185	3158
<b>FS</b>	186	2903
<b>FS</b>	187	2349
<b>FS</b>	188	1993
<b>FS</b>	189	934
<b>FS</b>	190	1842
<b>FS</b>	191	1699
<b>FS</b>	192	1616
<b>FS</b>	193	1639
<b>FS</b>	194	1502
<b>FS</b>	195	1433
<b>FS</b>	196	1379
<b>FS</b>	197	1314
<b>FS</b>	198	1323
<b>FS</b>	199	1478
<b>FS</b>	200	473
<b>FS</b>	201	1389
<b>FS</b>	202	1189
<b>FS</b>	203	1408
<b>FS</b>	204	1216
<b>FS</b>	205	1100
<b>FS</b>	206	1202
<b>FS</b>	207	1162
<b>FS</b>	208	1172
<b>FS</b>	209	1041
<b>FS</b>	210	1288
<b>FS</b>	211	1053
<b>FS</b>	212	1104
<b>FS</b>	213	1293
<b>FS</b>	214	1004
<b>FS</b>	215	890
<b>FS</b>	216	903
<b>FS</b>	217	859
<b>FS</b>	218	866
<b>FS</b>	219	761

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
FS	220	792
FS	221	1015
FS	222	876
FS	223	897
FS	224	709
FS	225	676
FS	226	713
FS	227	602
FS	228	789
FS	229	34
FS	230	897
FS	231	644
FS	232	573
FS	233	804
FS	234	536
FS	235	601
FS	236	474
FS	237	450
FS	238	663
FS	239	493
FS	240	622
FS	241	551
FS	242	287
FS	243	428
FS	244	316
FS	245	271
FS	246	443
FS	247	400
FS	248	267
FS	249	294
FS	250	265
FS	251	445
FS	252	201
FS	253	405
FS	254	213
FS	255	408
FS	256	211



UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
FS	257	180
FS	258	449
FS	259	145
FS	260	248
FS	261	306
FS	262	408
FS	263	163
FS	264	264
FS	265	393
FS	266	158
FS	267	196
FS	268	273
FS	269	154
FS	270	28
FS	271	226
FS	272	205
FS	273	148
FS	274	132
FS	275	259
FS	276	210
FS	277	40
FS	278	174
FS	279	170
FS	280	121
FS	281	173
FS	282	17
FS	283	38
FS	284	18
FS	285	30
FS	286	21
FS	287	251
FS	288	41
FS	289	563
FS	290	169
FS	291	179
FS	292	229
FS	293	185

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
<b>FS</b>	294	150
<b>FS</b>	295	69
<b>FS</b>	296	77
<b>FS</b>	297	49
<b>FSA</b>	298	1457
<b>FSA</b>	299	3689
<b>FSA</b>	300	138
<b>FSA</b>	301	1685
<b>FSA</b>	302	1237
<b>FSA</b>	303	709
<b>FSA</b>	304	1537
<b>FSIS</b>	305	153
<b>FSIS</b>	306	1411
<b>FSIS</b>	307	818
<b>FSIS</b>	308	1431
<b>FSIS</b>	309	1397
<b>FSIS</b>	310	1308
<b>FSIS</b>	311	1186
<b>FSIS</b>	312	1280
<b>FSIS</b>	313	1239
<b>FSIS</b>	314	1366
<b>FSIS</b>	315	1294
<b>FSIS</b>	316	937
<b>FSIS</b>	317	996
<b>FSIS</b>	318	1084
<b>FSIS</b>	319	949
<b>FSIS</b>	320	680
<b>FSIS</b>	321	921
<b>FSIS</b>	322	219
<b>FSIS</b>	323	758
<b>FSIS</b>	324	242
<b>FSIS</b>	325	551
<b>FSIS</b>	326	657
<b>FSIS</b>	327	538
<b>FSIS</b>	328	589
<b>FSIS</b>	329	300
<b>FSIS</b>	330	584

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
<b>FSIS</b>	331	450
<b>FSIS</b>	332	421
<b>FSIS</b>	333	498
<b>FSIS</b>	334	419
<b>FSIS</b>	335	364
<b>FSIS</b>	336	215
<b>FSIS</b>	337	321
<b>FSIS</b>	338	265
<b>FSIS</b>	339	365
<b>FSIS</b>	340	275
<b>FSIS</b>	341	153
<b>FSIS</b>	342	159
<b>FSIS</b>	343	208
<b>FSIS</b>	344	139
<b>FSIS</b>	345	208
<b>FSIS</b>	346	215
<b>FSIS</b>	347	263
<b>FSIS</b>	348	259
<b>FSIS</b>	349	356
<b>FSIS</b>	350	202
<b>FSIS</b>	351	43
<b>FSIS</b>	352	232
<b>FSIS</b>	353	58
<b>FSIS</b>	354	37
<b>FSIS</b>	355	109
<b>FSIS</b>	356	285
<b>FSIS</b>	357	24
<b>FSIS</b>	358	178
<b>FSIS</b>	359	205
<b>FSIS</b>	360	182
<b>FSIS</b>	361	176
<b>FSIS</b>	362	1051
<b>FSIS</b>	363	941
<b>GIPSA</b>	364	1017
<b>NASS</b>	365	861
<b>NASS</b>	366	728
<b>NASS</b>	367	538

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
<b>NASS</b>	368	414
<b>NASS</b>	369	362
<b>NASS</b>	370	262
<b>NASS</b>	371	159
<b>NIFA</b>	372	1105
<b>NIFA</b>	373	30
<b>NRCS</b>	374	1603
<b>NRCS</b>	375	1204
<b>NRCS</b>	376	1464
<b>NRCS</b>	377	1259
<b>NRCS</b>	378	1204
<b>NRCS</b>	379	1236
<b>NRCS</b>	380	868
<b>NRCS</b>	381	168
<b>OCFO</b>	382	1586
<b>OCFO</b>	383	1107
<b>OCFO</b>	384	319
<b>OCFO</b>	385	372
<b>OCFO</b>	386	441
<b>OCFO</b>	387	332
<b>OCFO</b>	388	216
<b>OCFO</b>	389	237
<b>OCFO</b>	390	288
<b>OCFO</b>	391	350
<b>OCFO</b>	392	166
<b>OCFO</b>	393	80
<b>OCFO</b>	394	46
<b>OCFO</b>	395	260
<b>OCFO</b>	396	951
<b>OCFO</b>	397	811
<b>OCFO</b>	398	621
<b>OCFO</b>	399	274
<b>OCFO</b>	400	351
<b>OIG</b>	401	826
<b>OIG</b>	402	756
<b>OIG</b>	403	614
<b>OIG</b>	404	584

UNITED STATES DEPARTMENT OF AGRICULTURE  
SECTION 14010

(1) Food, Conservation and Energy Act of 2008 (2008 Farm Bill)  
Report of Civil Rights Complaints, Resolutions, and Actions  
Exhibit 4: Fiscal Year 2022 USDA Employment Complaints Closed

Agency	Complaint	Age of Complaint at Closure <sup>1</sup>
<b>OIG</b>	405	20
<b>RD</b>	406	1203
<b>RD</b>	407	283
<b>RD</b>	408	1018
<b>RD</b>	409	1043
<b>RD</b>	410	1062
<b>RD</b>	411	427
<b>RD</b>	412	717
<b>RD</b>	413	427
<b>RD</b>	414	552
<b>RD</b>	415	397
<b>RD</b>	416	257
<b>RD</b>	417	305
<b>RD</b>	418	372
<b>RD</b>	419	256
<b>RD</b>	420	148
<b>RD</b>	421	182
<b>RD</b>	422	148
<b>RD</b>	423	29
<b>RD</b>	424	1548
<b>RD</b>	425	779
<b>RD</b>	426	766
<b>RD</b>	427	379
<b>RMA</b>	428	1955
<b>RMA</b>	429 <sup>2</sup>	1183

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<sup>2</sup> This Exhibit reflects the number of complaints closed in FY2022 as of the date of the Report which includes complaints closed after the certification of the Department's Form 462 with EEOC. Therefore, this number is greater than the number of closures reported on the FY 2022 Form 462.

**United States Department of Agriculture 2008 Farm Bill, Section 14010  
Report of Civil Rights Complaints, Resolutions, and Actions**

**Exhibit 5: Fiscal Year 2021 Number and Type of Personnel Actions Taken Following Resolution of Employment Complaints**

CORRECTIVE ACTION		AMS	APHIS	ARS	CCD	DEPT	ERS	FAS	FNS	FPAC	FS	FSIS	NASS	NIFA	OCFO	OIG	RD	USDA	ALL USDA
<b>Monetary</b>	Attorney's Fees and Cost	1	1	0	0	0	0	0	0	3	1	1	0	0	0	0	0	0	7
	Backpay/Frontpay	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Compensatory Damages	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	2
	Lump Sum	1	0	1	9	1	0	0	8	8	7	2	0	0	4	1	5	0	47
	Other	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>Non-Monetary</b>	Apology	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
	Disciplinary Action Modified	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	2
	Disciplinary Action Rescinded	0	0	0	0	0	0	0	0	1	2	1	0	0	0	0	0	0	4
	Hire Non-Retroactive	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2	0	3
	Hire - Retroactive	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Leave Restored	1	1	0	4	0	0	0	3	2	1	1	0	0	4	0	1	0	18
	Neutral Reference	0	0	0	0	0	0	0	1	0	4	0	0	0	0	1	0	0	6
	Other	0	1	1	2	0	0	0	1	2	0	0	0	0	1	2	0	0	10
	Performance Evaluation Modified	0	0	1	3	0	0	0	4	0	0	0	0	0	2	0	0	0	10
	Personnel File Purged of Adverse Material	1	0	0	0	0	0	0	4	2	4	0	0	0	0	0	0	0	11
	Promotion Non-Retroactive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Promotion Retroactive	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
	Reasonable Accommodation	0	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0	0	4
	Reassignment	0	0	0	2	0	0	0	1	2	3	0	0	0	0	1	0	0	9
	Reinstatement	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
	Removals Rescinded and Voluntary	0	1	0	0	0	0	0	0	5	0	0	0	0	0	0	0	0	6
	Training	1	0	2	1	0	0	0	0	0	2	1	0	0	0	0	2	0	9
Training/Tuition	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Totals</b>		<b>5</b>	<b>6</b>	<b>5</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>33</b>	<b>25</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>5</b>	<b>12</b>	<b>0</b>	<b>153</b>

United States Department of Agriculture 2008 Farm Bill, Section 14010

Report of Civil Rights Complaints, Resolutions, and Actions

Exhibit 6: Fiscal Year 2022 Number and Type of Personnel Actions Taken Following Resolution of Employment Complaints

CORRECTIVE ACTION		AMS	APHIS	ARS	CCD	ERS	FAS	FNS	FPAC	FS	FSA	FSIS	NASS	NIFA	NRCS	OCFO	OIG	RD	ALL USDA
Monetary	Attorney's Fees and Cost	1	1	0	5	0	1	1	1	3		7	0	0	0	0	0	1	22
	Backpay/Frontpay	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	2
	Compensatory Damages	0	0	0	0	0	2	0	1	3	0	0	0	0	0	1	0	0	7
	Lump Sum	2	10	0	7	0	3	3	0	13	1	9	6	0	0	0	3	2	59
	Other	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Non-Monetary	Apology	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	Disciplinary Action Modified	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2
	Disciplinary Action Rescinded	0	2	0	0	0	0	1	0	1	0	1	0	0	0	0	0	0	5
	Hire Non-Retroactive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Hire - Retroactive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Leave Restored	1	5	0	3	0	0	0	0	3	0	5	0	0	0	0	0	0	17
	Neutral Reference	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
	Other	2	0	0	6	0	0	0	0	0	0	3	0	0	0	0	0	0	11
	Performance Evaluation Modified	2	2	0	1	0	0	1	0	0	0	1	1	0	0	0	0	0	8
	Personnel File Purged of Adverse Material	0	6	0	0	0	0	1	0	1	0	2	0	0	0	0	0	0	10
	Promotion Non-Retroactive	0	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	4
	Promotion Retroactive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Reasonable Accommodation	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	Reassignment	1	2	0	1	0	0	1	0	2	0	2	0	0	0	0	1	0	10
	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Removals Rescinded and Voluntary	2	1	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	5
	Training	1	3	0	4	0	0	0	0	0	0	1	0	0	0	0	0	0	9
Training/Tuition	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	<b>Total Complaints w/Monetary Benefits</b>	<b>3</b>	<b>11</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>16</b>	<b>1</b>	<b>12</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>75</b>
	<b>Total Complaints w/Non-Monetary Benefits</b>	<b>4</b>	<b>13</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>9</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>53</b>