



**U.S. DEPARTMENT OF AGRICULTURE**

**REPORT OF CIVIL RIGHTS COMPLAINTS, RESOLUTIONS AND ACTIONS  
FOR FISCAL YEAR 2024**

**Food Conservation and Energy Act of 2008 Section  
14010**

**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 28, 2024  
USDA Equal Employment Opportunity Policy Statement

At the U.S. Department of Agriculture (USDA), we are recommitting ourselves to the values of diversity, equity, inclusion, accessibility, and equal opportunity for all. As Secretary, I am committed to working with leaders at all levels across the Department to intentionally build and advance a culture of belonging and excellence across USDA. It is USDA's mission to actively advance racial justice and equity by rooting out systemic discrimination and inequities and strengthening our civil rights programs while building trust within the Department.

As a Department, our core values of respect and dignity, equity and inclusion, trust and integrity serve as guiding principles that define appropriate behaviors and expectations for all employees, and direct 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. Additionally, the Pregnant Workers Fairness Act requires agencies to provide reasonable accommodations to an employee's known limitations related to pregnancy, childbirth, or related medical conditions, unless such an accommodation would pose an undue hardship to the agency. This is not only the law, but an essential component of the Department's mission.

All employees have the freedom to compete on a fair and level playing field with equal opportunity for available employment, advancement opportunities, and compensation. Equal employment opportunity (EEO) 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 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. Any form of workplace harassment or reprisal against anyone who engages in protected activity will not be tolerated. USDA's recently issued [Departmental Manual 4200-003](#), *Anti-Harassment Procedure Manual*, reinforces the Department's requirement to respond to, address, and correct any harassing conduct before it becomes severe or pervasive. USDA will continue to timely process complaints of harassment, discrimination, and reprisal and provide robust EEO training to all employees.

Employees and managers will be held accountable for doing their part to ensure all USDA applicants are provided equal access to opportunities available throughout USDA. Accordingly, all senior leaders, managers, and supervisors must act in a manner 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 employees must comply with EEO principles as we perform the Department's mission.

Sincerely,

A handwritten signature in blue ink, which appears to read "Thomas J. Vilsack", is positioned above the printed name.

Thomas J. Vilsack  
Secretary

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## 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 of 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 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. Data reflected in this report represents program and employment discrimination complaint data collected from the following USDA agencies and offices:

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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 an Equal Employment Opportunity Commission (EEOC) Administrative Judge (AJ) at hearing or appeal, and the District Court. The closures of data reflected throughout the Report includes complaints in the various forums. For example, Exhibit 4 includes complaints closed by an EEOC AJ at hearing as well as by FADs.

Agricultural Marketing Service (AMS)  
Agricultural Research Service (ARS)  
Animal and Plant Health Inspection Service (APHIS)  
Economic Research Service (ERS)  
Farm Service Agency (FSA)  
Food and Nutrition Service (FNS)  
Food Safety and Inspection Service (FSIS)  
Foreign Agricultural Service (FAS)  
Forest Service (FS)  
National Agricultural Statistics Service (NASS)

National Appeals Division (NAD)  
National Institute of Food and Agriculture (NIFA)  
Natural Resources Conservation Service (NRCS)  
Office of the Chief Financial Officer (OCFO)  
Office of Inspector General (OIG)  
Rural Development (RD)  
Risk Management Agency (RMA)  
Departmental Administration (DA)  
Office of the Assistant Secretary for Civil Rights (OASCR)

USDA submits herein the fiscal year (FY) 2024 civil rights report to the House Committee on Agriculture and the Senate Committee on Agriculture, Nutrition, and Forestry pursuant to the requirements of the 2008 Farm Bill.

As part of OASCR's ongoing process improvement efforts, we have identified subject matter experts to review the program complaints data for FY 2024 referenced herein. The primary source of program data was the Civil Rights Management System (CRMS), and the primary source of employment data was Entellitrak-Equal Employment Opportunity (ETK-EEO).

### **Processing Time for Program Complaints FY 2024**

USDA has had a longstanding challenge with timely processing program complaints, which has resulted in 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.

In FY 2023, OASCR transformed USDA's program complaints processing by engaging in aggressive inventory reduction initiatives, yielding a decrease in inventory age and processing times. For FY 2024, OASCR established a policy to reduce processing times for program complaints to 225 days. To accomplish this goal, OASCR actively rebuilt its civil rights workforce and capacity by leveraging existing authorities and funding resources. In FY 2024, OASCR's average program processing time for program complaints closed was 206 days.

### **Processing Time for EEO Complaints FY 2024**

In FY 2024, OASCR adhered to all regulatory timeframes for all phases of the EEO complaint process and processed all employment complaints timely pursuant to a mandatory requirement. EEO complaints were consistently investigated on an average of 141 days, within the regulatory time frame of 180 days.<sup>2</sup> In FY 2024, the average processing time for the agency to issue Final Agency Decisions without an EEOC Administrative Judge's Decision was 39 days. In contrast, the number of EEO complaints pending an administrative hearing by the EEOC was 168 with an average age of 887 days.

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<sup>2</sup> Aggregate FY 2024 Certified Form 462 Report.

**PART I**

**Fiscal Year 2024**

**USDA Formal Program Complaints Data**

## Section A: FY 2024 Program Complaints

### Introduction

USDA prohibits discrimination based on 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 based on prior civil rights activity is prohibited.

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 the number of program complaints filed with USDA in FY 2024. There were 1,394 program complaints filed with USDA in FY2024.

<b>Table 1 Number of Program Complaints Filed with USDA</b>	
<b>Fiscal Year</b>	<b>Number of Program Complaints</b>
2024	1,394 <sup>3</sup>
Source: CRMS	

## Section B: FY 2024 Inventory of Program Complaints Processed by USDA

**Table 2** provides the number of program complaints processed by USDA in FY 2024. The number of complaints pending at the beginning of FY 2024 is derived by adding the complaints pending at the beginning of the fiscal year, to the number of complaints accepted, and subtracting the number of complaints closed during the fiscal year. (FY 2024: 172+470-494=148)

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<sup>3</sup> The number of complaints filed will fluctuate, due to complaints entered into CRMS throughout the fiscal year.

**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>
2024	172	1,394	470	494	148

Source: CRMS

**Table 3** provides the number of complaints pending at the end of FY 2024, the data has been reconciled since the reporting of complaints pending ending FY 2023. Variances between FY 2023 and FY 2024 are attributed to corrective actions related to data migration from the legacy system to the current system.

**Table 3**  
**Complaints Pending at the End of FY 2024**

<b>Agency</b>	<b>Ending Inventory</b>
AMS	1
APHIS	1
FNS	62
FSA	17
NRCS	5
RD	62
<b>Total</b>	<b>148</b>

Source: CRMS

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

#### **Introduction**

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

#### **Summary of Data**

In FY 2024, FNS, RD, and FSA were consistently the three agencies with the highest inventory of complaints accepted and closed. Of the 470 accepted complaints, these agencies account for 94 percent of all accepted complaints, FNS (273), RD (105), and FSA (62).



Of the 494 accepted program complaints closed by USDA during FY 2024, 278 originated from FNS, 115 from RD and 67 from FSA, accounting for 93 percent of closed accepted 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 received by USDA. A program complaint is considered processed when it has been received for processing and resolved through a determination in compliance with Departmental regulations. Tables 4 and 5 provide the number of program complaints resolved by USDA, reflected by agency for FY 2024.

### Average Processing Time of Closed Program Complaints

In FY 2024, 1,606 were closed during the fiscal year. The average processing time for the 1,606 complaints filed and closed program complaints was 93 days.

**Table 4**

<b>Average Processing Time of Filed and Closed Program Complaints for USDA and Agencies</b>		
<b>Agency</b>	<b>Resolved</b>	<b>Average Processing Time (Days)</b>
AMS	4	64
APHIS	1	2
FAS	1	30
FNS	880	83
FS	13	194
FSA	442 <sup>4</sup>	68
FSIS	1	49
NAD	1	21
NIFA	8	160
No Agency	19	45

<sup>4</sup> Due to the increase in untimely complaints filed by program participants attempting to access the Discrimination Financial Assistance Program authorized pursuant to Section 22007 of the Inflation Reduction Act of 2022, this number is significantly higher than the number of program complaints filed against FSA in Fiscal Year 2023.

NRCS	32	106
Outside USDA	14	61
RD	186	197
RMA	4	221
<b>Overall:</b>	<b>1,606</b>	<b>93</b>

Source: CRMS

In FY 2024, the average processing time for the 494 accepted and closed program complaints was 206 days.

**Table 5**

<b>Average Processing Time of Accepted and Closed Program Complaints for USDA and Agencies</b>		
<b>Agency</b>	<b>Resolved</b>	<b>Average Processing Time (Days)</b>
AMS	1	201
FNS	278	164
FS	10	237
FSA	67	220
NIFA	4	301
NRCS	16	161
RD	115	296
RMA	3	273
<b>Overall</b>	<b>494</b>	<b>206</b>

Source: CRMS

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

### **Introduction**

Final Agency Decisions 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 6** provides the number of findings of discrimination in FY 2024. There were no findings of discrimination for FY 2024.

<b>Table 6 Number of Findings of Discrimination in Program Complaints Filed with USDA</b>	
<b>Fiscal Year</b>	<b>Number of Findings</b>
2024	0
Source: CRMS	

## **Section F: Program Complaints Resolved by Settlement Agreement**

### **Introduction**

This section provides data regarding the number of program complaints resolved by settlement agreement in FY 2024.

### **Summary of Data**

**Table 7** provides the number of program complaints resolved by settlement agreement in FY 2024. The number of program complaints resolved by settlement agreements in FY 2024 was 14.

<b>Table 7 Number of Program Complaints Resolved by Settlement Agreement</b>	
<b>Fiscal Year</b>	<b>Number of Settlements</b>
2024	14
Source: CRMS	

# **PART II**

## **Fiscal Year 2024 USDA Formal Employment Complaint Data**

## Section A: Employment Complaints Filed at USDA FY 2024

### Introduction

Employment discrimination complaints are filed by USDA employees, applicants or any specific class of individuals who believe they have been subjected to discrimination regarding the 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 EEO process.

This section provides information and data 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 1** provides FY 2024 Pre-Complaint Resolution data. During FY 2024, there were 358 EEO complaints filed by 535 aggrieved parties who were offered ADR services. Three hundred twelve of the aggrieved parties agreed to participate in ADR, resulting in fifty-eight settlement agreements.

<b>Table 1</b>			
<b>Number of EEO Pre-Complaint Resolutions at USDA</b>			
<b>Fiscal Year</b>	<b>Offered ADR</b>	<b>Accepted ADR</b>	<b>Resolved /Settlement Agreements</b>
<b>2024</b>	535	312	58

Source: FY 2024 Aggregate Certified Form 462 Report

**Table 2** provides the number of formal EEO complaints filed with USDA for FY 2024. During FY 2024, there were 358 EEO complaints filed.

**Table 2**  
**Number of EEO Complaints Filed with USDA**

<b>Fiscal Year</b>	<b>Number of EEO Complaints</b>
<b>2024</b>	358

## Section B: Inventory of Employment Complaints Processed at USDA FY 2024

### Introduction

This section provides data regarding the number of EEO complaints processed by USDA in FY 2024.

During FY 2024, there were 358 formal EEO complaints filed, and 321 EEO complaints closed.

**Table 3** provides the total number of EEO complaints in USDA’s inventory for FY 2024.<sup>5</sup>

<b>Table 3</b>				
<b>Number of Employment Complaints Processed at USDA</b>				
<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>
<b>2024</b>	324	358	321	365 <sup>6</sup>

Source: FY 2024 Aggregate Certified Form 462 Report

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

### Introduction

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

### Summary of Data

In FY 2024, the EEO complaints filed for FS, FPAC, and FSIS accounted for approximately 67 percent (242 complaints) of the total 358 formal EEO complaints filed at USDA. Of the 358 formal EEO complaints filed with USDA, the following agencies had the highest inventory of complaints: FS (84); FSIS (68); and FPAC (90).

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<sup>5</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 fiscal years. Therefore, formal complaints closed during the fiscal year often exceeds the number of formal complaints filed during the fiscal year.

<sup>6</sup> The ending inventory figure of 365 includes 4 complaints remanded back to OASCR by the EEOC for processing.

**Table 4 FY 2024 Employment Complaint Inventory by Agencies and Mission Areas with the Highest Total Inventory**

<b>Agency/Mission Area</b>	<b>Complaints Filed</b>	<b>Complaints Closed</b>	<b>Total Workforce</b>
<b>FS</b>	84	87	42,041
<b>FSIS</b>	68	49	8,925
<b>FPAC</b>	90	36	17,433

Source: Agency FY 2024 Aggregate Certified Form 462 Reports, Parts II and VI

**Table 4** provides data reflecting the top three Mission Areas or agencies with the highest number of employment complaints and their total workforce. FS, FSIS, and FPAC has consistently had the highest total inventory from FY 2021 through FY 2024.<sup>7</sup>

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

### **Introduction**

The average processing time for employment complaints in FY 2024 is presented according to the following two categories: 1) Average Days for USDA to Complete Investigations; and 2) Average Days for USDA to Issue Final Agency Decisions. The two categories provided will help distinguish the cases processed by USDA and those over which EEOC retained jurisdiction through issuance of the final order.

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

In FY 2024, OASCR conducted all EEO investigations on behalf of the sub-agencies and consistently processed such investigations with an average processing time of 141 days or less. This timeframe falls below the regulatory time frame of 180 days.

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

In FY 2024, the average processing time for USDA to issue Final Agency Decisions was 39 days. This falls well below the regulatory time frame of 60 days. This reduced timeframe is reflective of implementation of continuous process improvements.

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<sup>7</sup> FPAC-This figure represents total complaints filed by FPAC, FSA, NRCS, and RMA. The Civil Rights office for FSA, NRCS, and RMA is located in the FPAC Business Center. Complaints filed against each of these agencies are received and processed by FPAC.

**Table 5**  
**Average Days for USDA to Complete Non- Amended EEO Investigations**

<b>Agency</b>	<b>Average Days in FY 2024</b>
<b>USDA</b>	141
AMS	147
APHIS	134
ARS	131
ERS	0
FAS	161
FNCS	144
FS	132
FSIS	131
FPAC/FSA/NRCS/RMA	140
NASS	0
NIFA	165
RD	121

Source: FY 2024 Certified Aggregate 462 Report, Part IX

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



**Table 6**  
**Average Processing Time for USDA to issue Final Agency Decisions**

<b>Agency</b>	<b>USDA APT (Days) for FADs in FY 2023</b>	<b>USDA APT (Days) for FADs in FY 2024</b>
USDA	103	39
AMS	44	32
APHIS	126	50
ARS	49	40
ERS	0	0
FAS	56	72
FNS	35	39
FS	89	40
FSIS	85	36
FPAC/FSA/NRCS/RMA	51	51
NIFA	0	37
OCFO	60	37
RD	45	38

Source: Agency FY 2024 Certified 462 Reports, Part VI, Summary of Closures

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

### **Introduction**

Findings of discrimination may be issued by the Agency in a Final Agency Decision issued by the Agency or pursuant to a Final Order issued by the Agency in accordance with an EEOC Administrative Judge’s decision 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 7** provides the number of employment complaints resulting in findings of discrimination in FY 2024. In FY 2024, there were three findings of discrimination with an EEOC Administrative Judge Decision. In FY 2024, there were six findings of discrimination without an EEOC Administrative Judge Decision.

**Table 7**  
**Employment Complaints Resolved with a Finding of**  
**Discrimination**

<b>Fiscal Year</b>	<b>With an EEOC Administrative Judge Decision</b>	<b>Without an EEOC Administrative Judge Decision</b>
<b>2024</b>	3	6

FY 2024 Certified 462 Report, Part VI, Summary of Closures

**Section F: Personnel Actions Following Resolution of Employment Complaints by Settlement Agreement or Findings of Discrimination**

**Introduction**

This section provides data regarding the number of employment complaints where there were personnel actions taken due to the complaint being resolved by voluntarily settlement agreement and/or finding of discrimination in FY 2024.

**Summary of Data**

**Table 8** provides the number of employment complaints in FY2024 that were resolved by settlement agreement and/or finding of discrimination where also personnel actions were taken. In FY 2024, there were 47 complaints voluntarily resolved by settlement agreement. The total number of personnel actions taken by USDA agencies following the resolution of employment complaints was 51. In FY 2024, a total of \$ 163,980.00 in monetary benefits was awarded in 18 out of the 55 complaints.

<b>Table 8: Personnel Actions Taken Following Resolution of Employment Complaints by Either a Settlement Agreement or Finding of Discrimination in FY 2024</b>	
<b>Personnel Actions</b>	<b>FY 2024</b>
Hires	1
Promotions	5
Expungements	6
Reassignment	3
Removals Rescinded	6
Accommodation	0
Training	2
Disciplinary Action Rescinded	9
Performance Evaluation Modified	2
Leave Restored	6
Neutral Reference	5
Other Non-Monetary Benefits	6
<b>Total</b>	<b>51</b>
<b>Monetary Benefits</b>	<b>FY 2024</b>
Back Pay/Front Pay	8
Lump Sum Payment	26
Compensatory Damages	8
Attorney Fees and Cost	13
<b>Total</b>	<b>55</b>
Source: FY 2024 Certified 462 Report, Part VI, Summary of Closures	

## Section G: Administrative Disciplinary Actions

### Introduction

This section provides data regarding the number of employment complaints where there was an administrative disciplinary action taken by the Agency against an employee.

### Summary of Data

**Table 9** provides the number of disciplinary actions against Agency employees. In FY 2024, the Agency issued four disciplinary actions against employees 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).

**Table 9**

DISCIPLINARY ACTIONS TAKEN UNDER THE NO FEAR ACT – FY 2024							
Type Action	Removal	Suspension 15-Days or More	Suspension 14-Days or Less	Reduction in Grade	Reduction in Pay	Letter of Reprimand	Total
Discrimination	0	0	0	0	0	1	1
Retaliation	0	0	0	0	0	0	0
Harassment	1	0	0	0	0	2	3
Prohibited Personnel Practice	0	0	0	0	0	0	0
OSC-Prohibited Personnel Practice	0	0	0	0	0	0	0

## **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. Specifically, 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 OASCR's public website);
- continue to identify information technology modernization and integration processes to continuously improve USDA data maintenance and complaint tracking systems and continue with the enhancements and replacements of legacy systems;
- continue to integrate ADR at the informal stage of the EEO process while encouraging resolution of discrimination complaints at every stage of the process;
- 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 Compliance Reviews and Civil Rights Impact Analyses;
- implement and schedule civil rights trainings and education modules to address complaint allegations on the basis of age, disability, race, sex, and retaliation; and
- ensure compliance with civil rights laws and regulations through the issuance of an annual Civil Rights Performance Assessment to USDA Mission Areas and agencies.

**PART IV**

**Quality Assurance Review**

## **Introduction**

Pursuant to recommendations of the U.S. Government Accountability Office, the Acting 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 2024 Farm Bill Report. The subject matter experts reviewed the program and employment complaint data for FY 2024 and sources cited within the Report for accuracy as well as the data for FY 2024 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 EEOC annually.

## **Methodology**

### **Employment Quality Review**

- As cited above, the primary sources of data were derived from the FY 2024 Certified Form 462 Reports.
- Employment complaint data as reflected in Exhibits 3 and 4 were compiled from the ETK-EEO database which serves as OASCR's primary EEO complaint data repository to supplement the aggregate data as presented in the FY 2024 Farm Bill Report.

### **Independent Review**

The Deputy Assistant Secretary for Civil Rights appointed independent contractors to conduct a final comprehensive review of EEO and Program data contained in the FY 2024 Farm Bill Report prior to submission. Thereafter, the FY 2024 Farm Bill Report is reviewed through the Department's Executive Correspondence Management (ECM) protocol.



## EXHIBITS

- Exhibit 1:** Fiscal Year 2024 USDA Program Accepted Complaints Pending at End of Fiscal Year
- Exhibit 2:** Fiscal Year 2024 USDA Accepted Program Complaints Closed
- Exhibit 3:** Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year
- Exhibit 4:** Fiscal Year 2024 USDA Employment Complaints Closed

The exhibits listed above are attached to the FY 2024 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).

**Exhibit 1: Fiscal Year 2024 USDA Program Complaints Pending at End of Fiscal Year**

<b>Fiscal Year 2024 USDA Program Complaints Pending at End of Fiscal Year</b>				
<b>Row Number</b>	<b>Complaint Number</b>	<b>Agency</b>	<b>Correspondence Received Date</b>	<b>Acceptance Date</b>
1	9888	RD	October 3, 2018	November 15, 2018
2	10012	RD	October 23, 2019	November 14, 2019
3	10414	RD	October 29, 2019	December 18, 2019
4	10417	RD	November 4, 2019	December 18, 2019
5	10439	RD	October 29, 2019	January 28, 2020
6	11682	FNS	February 16, 2022	February 16, 2022
7	12704	RD	July 11, 2022	July 26, 2022
8	12747	RD	July 28, 2022	August 16, 2022
9	12854	RD	September 13, 2022	October 4, 2022
10	12901	FNS	September 29, 2022	December 19, 2022
11	13105	RD	November 21, 2022	December 26, 2022
12	13134	RD	November 30, 2022	December 14, 2022
13	13289	FNS	January 5, 2023	February 16, 2023
14	13470	RD	March 23, 2023	April 18, 2023
15	13540	FNS	March 16, 2023	May 15, 2023
16	13632	RD	May 15, 2023	June 15, 2023
17	13881	RD	June 14, 2023	August 1, 2023
18	14384	FNS	August 8, 2023	August 14, 2023
19	14534	RD	August 16, 2023	October 12, 2023
20	14538	RD	August 16, 2023	August 31, 2023
21	14943	FNS	September 12, 2023	October 5, 2023
22	15125	RD	October 25, 2023	November 13, 2023
23	15185	FNS	November 7, 2023	November 15, 2023
24	15241	FNS	November 20, 2023	December 8, 2023
25	15262	FNS	November 28, 2023	December 14, 2023
26	15270	RD	November 24, 2023	December 29, 2023
27	15319	FNS	December 14, 2023	September 19, 2024
28	15359	FNS	December 4, 2023	January 22, 2024
29	15366	FNS	December 5, 2023	January 4, 2024
30	15371	FNS	December 13, 2023	December 29, 2023
31	15390	FNS	December 21, 2023	January 5, 2024
32	15414	FNS	September 8, 2023	January 11, 2024
33	15417	FNS	January 10, 2024	February 2, 2024
34	15444	RD	January 16, 2024	January 31, 2024
35	15445	RD	January 16, 2024	February 6, 2024
36	15473	RD	January 30, 2024	February 14, 2024
37	15490	FNS	January 17, 2024	January 25, 2024
38	15502	RD	January 29, 2024	February 21, 2024

**Fiscal Year 2024 USDA Program Complaints Pending at End of Fiscal Year**

<b>Row Number</b>	<b>Complaint Number</b>	<b>Agency</b>	<b>Correspondence Received Date</b>	<b>Acceptance Date</b>
39	15521	FNS	January 12, 2024	February 20, 2024
40	15538	RD	November 17, 2023	February 20, 2024
41	15613	FNS	January 28, 2024	February 27, 2024
42	15632	FNS	January 31, 2024	March 11, 2024
43	15640	RD	August 30, 2023	March 12, 2024
44	15642	FNS	February 9, 2024	April 16, 2024
45	15658	RD	March 7, 2024	March 12, 2024
46	15693	FSA	March 11, 2024	April 1, 2024
47	15707	FNS	February 15, 2024	May 29, 2024
48	15710	FSA	March 12, 2024	April 2, 2024
49	15727	FNS	March 7, 2024	May 1, 2024
50	15740	FNS	March 4, 2024	March 27, 2024
51	15761	RD	March 22, 2024	April 11, 2024
52	15762	RD	March 7, 2024	April 9, 2024
53	15771	FNS	April 9, 2024	April 10, 2024
54	15776	NRCS	April 10, 2024	April 24, 2024
55	15786	FNS	April 5, 2024	June 21, 2024
56	15790	FNS	February 2, 2024	April 29, 2024
57	15791	RD	April 8, 2024	April 17, 2024
58	15792	FSA	April 8, 2024	April 23, 2024
59	15793	FNS	March 22, 2024	May 3, 2024
60	15797	NRCS	April 11, 2024	April 18, 2024
61	15798	FNS	March 11, 2024	June 3, 2024
62	15812	FSA	April 11, 2024	April 18, 2024
63	15818	RD	April 22, 2024	April 29, 2024
64	15820	FNS	April 2, 2024	April 23, 2024
65	15824	FSA	April 22, 2024	May 6, 2024
66	15826	RD	April 23, 2024	May 13, 2024
67	15830	RD	April 12, 2024	May 1, 2024
68	15849	RD	April 30, 2024	May 13, 2024
69	15850	NRCS	May 1, 2024	May 9, 2024
70	15856	FNS	April 20, 2024	May 28, 2024
71	15870	FSA	May 7, 2024	May 15, 2024
72	15873	FNS	April 30, 2024	June 18, 2024
73	15882	RD	May 10, 2024	May 16, 2024
74	15886	AMS	May 13, 2024	May 23, 2024
75	15887	RD	May 15, 2024	May 20, 2024
76	15902	FSA	May 15, 2024	May 24, 2024
77	15903	RD	May 15, 2024	May 29, 2024
78	15904	RD	May 18, 2024	May 28, 2024

**Fiscal Year 2024 USDA Program Complaints Pending at End of Fiscal Year**

<b>Row Number</b>	<b>Complaint Number</b>	<b>Agency</b>	<b>Correspondence Received Date</b>	<b>Acceptance Date</b>
79	15906	APHIS	May 16, 2024	June 6, 2024
80	15911	RD	April 12, 2024	May 24, 2024
81	15925	FSA	May 24, 2024	June 12, 2024
82	15933	FSA	May 28, 2024	June 11, 2024
83	15938	RD	March 25, 2024	June 10, 2024
84	15953	FNS	May 8, 2024	June 13, 2024
85	15974	FSA	June 8, 2024	July 8, 2024
86	15976	NRCS	June 8, 2024	July 8, 2024
87	15977	FNS	May 23, 2024	July 5, 2024
88	15979	FNS	May 28, 2024	July 30, 2024
89	15992	FNS	June 7, 2024	June 20, 2024
90	15995	FSA	June 14, 2024	July 1, 2024
91	16010	RD	June 23, 2024	June 26, 2024
92	16011	RD	June 21, 2024	July 2, 2024
93	16015	RD	June 25, 2024	July 1, 2024
94	16016	NRCS	June 21, 2024	July 11, 2024
95	16020	FSA	June 17, 2024	July 17, 2024
96	16035	RD	June 26, 2024	July 8, 2024
97	16043	RD	July 1, 2024	July 10, 2024
98	16045	FSA	July 1, 2024	July 10, 2024
99	16053	RD	February 13, 2024	July 10, 2024
100	16065	RD	July 6, 2024	July 17, 2024
101	16069	RD	July 9, 2024	July 16, 2024
102	16081	RD	July 9, 2024	July 17, 2024
103	16084	FNS	June 12, 2024	July 26, 2024
104	16088	FNS	June 10, 2024	July 24, 2024
105	16094	FNS	June 20, 2024	July 19, 2024
106	16101	RD	July 16, 2024	July 19, 2024
107	16107	RD	July 23, 2024	July 24, 2024
108	16117	RD	July 8, 2024	July 29, 2024
109	16119	FNS	July 18, 2024	August 5, 2024
110	16120	RD	July 24, 2024	July 29, 2024
111	16134	FNS	July 15, 2024	September 13, 2024
112	16155	FNS	July 26, 2024	August 2, 2024
113	16156	RD	July 19, 2024	August 7, 2024
114	16159	FNS	July 29, 2024	August 5, 2024
115	16162	FSA	August 3, 2024	August 12, 2024
116	16164	FNS	July 25, 2024	August 6, 2024
117	16174	FNS	July 17, 2024	August 28, 2024
118	16190	FNS	July 31, 2024	September 11, 2024

**Fiscal Year 2024 USDA Program Complaints Pending at End of Fiscal Year**

<b>Row Number</b>	<b>Complaint Number</b>	<b>Agency</b>	<b>Correspondence Received Date</b>	<b>Acceptance Date</b>
119	16196	RD	July 31, 2024	August 21, 2024
120	16198	RD	August 7, 2024	August 26, 2024
121	16206	FNS	August 8, 2024	August 13, 2024
122	16215	RD	August 13, 2024	September 1, 2024
123	16221	RD	August 14, 2024	August 21, 2024
124	16223	FNS	July 19, 2024	September 20, 2024
125	16234	FNS	August 5, 2024	August 27, 2024
126	16242	RD	August 16, 2024	August 22, 2024
127	16251	FNS	August 15, 2024	August 20, 2024
128	16256	RD	August 22, 2024	August 28, 2024
129	16263	RD	August 15, 2024	August 29, 2024
130	16268	FNS	August 14, 2024	September 18, 2024
131	16274	RD	August 26, 2024	September 5, 2024
132	16275	FNS	August 12, 2024	August 28, 2024
133	16284	RD	August 23, 2024	September 6, 2024
134	16294	FNS	August 29, 2024	September 9, 2024
135	16298	FNS	August 5, 2024	September 11, 2024
136	16302	FSA	September 4, 2024	September 6, 2024
137	16312	FNS	August 26, 2024	September 9, 2024
138	16313	FNS	August 28, 2024	September 10, 2024
139	16317	FNS	August 26, 2024	September 19, 2024
140	16321	FNS	August 8, 2024	September 17, 2024
141	16324	FNS	September 3, 2024	September 18, 2024
142	16325	FNS	August 29, 2024	September 17, 2024
143	16333	FNS	August 30, 2024	September 19, 2024
144	16337	FSA	September 20, 2024	September 30, 2024
145	16344	RD	September 24, 2024	September 30, 2024
146	16347	FSA	September 19, 2024	September 30, 2024
147	16348	FNS	September 19, 2024	September 27, 2024
148	16354	RD	September 25, 2024	September 30, 2024

## Exhibit 2: Fiscal Year 2024 USDA Accepted Program Complaints Closed

Fiscal Year 2024 USDA Accepted Program Complaints Closed					
Row Number	Complaint Number	Agency	Correspondence Received Date	Closure Date: Accepted	Age of Complaint in Days: Accepted
1	00001027	FNS	February 9, 2022	November 2, 2023	631
2	00001033	RD	February 8, 2022	October 30, 2023	629
3	00008629	RD	September 21, 2021	October 27, 2023	766
4	00009998	RD	September 26, 2019	December 8, 2023	1534
5	00009999	RD	September 26, 2019	December 6, 2023	1532
6	00010534	FSA	April 5, 2021	November 8, 2023	947
7	00011683	RD	August 21, 2021	October 26, 2023	796
8	00011697	RD	October 6, 2021	December 21, 2023	806
9	00011713	RD	November 2, 2021	December 21, 2023	779
10	00011731	RD	November 30, 2021	April 12, 2024	864
11	00011733	RD	November 24, 2021	January 26, 2024	793
12	00011745	RD	January 12, 2022	December 28, 2023	715
13	00012419	RD	February 28, 2022	October 30, 2023	609
14	00012436	FSA	March 4, 2022	October 5, 2023	580
15	00012437	RD	March 4, 2022	October 3, 2023	578
16	00012464	RD	March 28, 2022	October 24, 2023	575
17	00012478	RD	April 7, 2022	April 29, 2024	753
18	00012485	FNS	March 29, 2022	September 10, 2024	896
19	00012491	FNS	April 5, 2022	September 18, 2024	897
20	00012492	FNS	April 5, 2022	September 18, 2024	897
21	00012524	RD	April 20, 2022	June 6, 2024	778
22	00012525	FNS	April 14, 2022	September 18, 2024	888
23	00012527	FNS	April 14, 2022	September 18, 2024	888
24	00012528	FNS	April 14, 2022	September 18, 2024	888
25	00012544	RD	May 4, 2022	January 23, 2024	629
26	00012595	FNS	May 5, 2022	September 18, 2024	867
27	00012596	FNS	May 5, 2022	September 18, 2024	867
28	00012597	FNS	May 5, 2022	September 18, 2024	867
29	00012598	FNS	May 5, 2022	September 18, 2024	867
30	00012599	FNS	May 5, 2022	September 18, 2024	867
31	00012600	FNS	May 5, 2022	September 18, 2024	867
32	00012601	FNS	May 5, 2022	September 18, 2024	867
33	00012602	FNS	May 9, 2022	September 18, 2024	863
34	00012603	FNS	May 9, 2022	September 18, 2024	863
35	00012604	FNS	May 9, 2022	September 18, 2024	863
36	00012605	FNS	May 17, 2022	September 18, 2024	855
37	00012606	FNS	May 17, 2022	September 18, 2024	855

**Fiscal Year 2024 USDA Accepted Program Complaints Closed**

<b>Row Number</b>	<b>Complaint Number</b>	<b>Agency</b>	<b>Correspondence Received Date</b>	<b>Closure Date: Accepted</b>	<b>Age of Complaint in Days: Accepted</b>
38	00012607	FNS	May 17, 2022	September 18, 2024	855
39	00012649	FNS	May 25, 2022	February 12, 2024	628
40	00012686	FNS	June 23, 2022	February 29, 2024	616
41	00012708	RD	June 2, 2022	November 2, 2023	518
42	00012799	RD	August 25, 2022	May 13, 2024	627
43	00012857	RD	September 13, 2022	October 3, 2023	385
44	00012871	RD	August 29, 2022	November 14, 2023	442
45	00012873	FSA	September 13, 2022	October 3, 2023	385
46	00012891	FNS	June 1, 2022	May 7, 2024	706
47	00012893	RD	September 29, 2022	December 21, 2023	448
48	00012917	RD	October 11, 2022	November 28, 2023	413
49	00012950	FSA	October 4, 2022	November 6, 2023	398
50	00012952	NIFA	October 12, 2022	November 20, 2023	404
51	00013010	RD	October 25, 2022	December 21, 2023	422
52	00013071	RD	November 17, 2022	June 21, 2024	582
53	00013106	RD	November 16, 2022	January 4, 2024	414
54	00013142	FS	December 1, 2022	October 12, 2023	315
55	00013145	FS	November 20, 2022	April 12, 2024	509
56	00013153	FSA	December 7, 2022	November 3, 2023	331
57	00013222	FNS	November 30, 2022	November 7, 2023	342
58	00013294	FSA	January 23, 2023	October 6, 2023	256
59	00013309	FNS	January 3, 2023	November 6, 2023	307
60	00013313	FNS	January 9, 2023	February 6, 2024	393
61	00013324	RD	January 27, 2023	June 7, 2024	497
62	00013330	RD	January 30, 2023	January 17, 2024	352
63	00013336	FSA	February 1, 2023	December 26, 2023	328
64	00013352	FSA	February 9, 2023	October 4, 2023	237
65	00013365	FNS	January 19, 2023	November 2, 2023	287
66	00013374	FSA	February 15, 2023	November 14, 2023	272
67	00013379	RD	February 21, 2023	March 18, 2024	391
68	00013393	FSA	February 19, 2023	December 5, 2023	289
69	00013396	RD	February 24, 2023	December 7, 2023	286
70	00013404	RD	February 25, 2023	November 7, 2023	255
71	00013406	RD	March 2, 2023	March 5, 2024	369
72	00013417	RMA	March 2, 2023	March 29, 2024	393
73	00013422	RD	March 1, 2023	November 2, 2023	246
74	00013445	RD	March 15, 2023	January 24, 2024	315
75	00013449	FNS	March 20, 2023	November 20, 2023	245
76	00013474	FSA	March 25, 2023	October 3, 2023	192
77	00013476	NRCS	March 25, 2023	October 3, 2023	192

**Fiscal Year 2024 USDA Accepted Program Complaints Closed**

<b>Row Number</b>	<b>Complaint Number</b>	<b>Agency</b>	<b>Correspondence Received Date</b>	<b>Closure Date: Accepted</b>	<b>Age of Complaint in Days: Accepted</b>
78	00013479	NIFA	March 21, 2023	December 4, 2023	258
79	00013485	RD	March 21, 2023	April 29, 2024	405
80	00013487	FSA	March 21, 2023	November 8, 2023	232
81	00013489	RD	March 29, 2023	November 8, 2023	224
82	00013500	FNS	March 26, 2023	November 29, 2023	248
83	00013505	FNS	April 7, 2023	May 1, 2024	390
84	00013513	FNS	March 23, 2023	February 28, 2024	342
85	00013521	FS	April 12, 2023	February 1, 2024	295
86	00013525	FNS	March 12, 2023	March 28, 2024	382
87	00013530	FNS	March 9, 2023	March 4, 2024	361
88	00013536	RD	April 14, 2023	October 31, 2023	200
89	00013542	AMS	April 19, 2023	November 6, 2023	201
90	00013550	FNS	April 11, 2023	March 8, 2024	332
91	00013556	RD	April 21, 2023	November 7, 2023	200
92	00013565	FNS	April 12, 2023	November 29, 2023	231
93	00013576	RD	May 5, 2023	January 16, 2024	256
94	00013592	NRCS	May 5, 2023	March 18, 2024	318
95	00013595	FSA	April 24, 2023	November 15, 2023	205
96	00013598	FNS	May 3, 2023	January 9, 2024	251
97	00013602	RD	May 10, 2023	December 21, 2023	225
98	00013603	FSA	April 25, 2023	November 6, 2023	195
99	00013604	NIFA	April 26, 2023	November 20, 2023	208
100	00013609	FS	May 5, 2023	October 19, 2023	167
101	00013611	RD	May 12, 2023	January 11, 2024	244
102	00013631	RD	May 17, 2023	March 21, 2024	309
103	00013633	FSA	May 5, 2023	April 29, 2024	360
104	00013634	RD	May 17, 2023	December 26, 2023	223
105	00013639	RD	May 24, 2023	December 28, 2023	218
106	00013725	RD	June 6, 2023	October 18, 2023	134
107	00013746	RD	June 8, 2023	March 18, 2024	284
108	00013750	RD	June 14, 2023	February 5, 2024	236
109	00013798	NIFA	June 5, 2023	May 3, 2024	333
110	00013810	FNS	May 23, 2023	July 19, 2024	423
111	00013827	FNS	June 6, 2023	January 9, 2024	217
112	00013836	FNS	May 25, 2023	November 16, 2023	175
113	00013843	FSA	June 12, 2023	January 19, 2024	221
114	00013865	FS	April 23, 2023	March 27, 2024	339
115	00013867	FNS	June 9, 2023	September 3, 2024	452
116	00013872	RD	June 21, 2023	January 22, 2024	215
117	00013879	FNS	June 23, 2023	February 12, 2024	234



**Fiscal Year 2024 USDA Accepted Program Complaints Closed**

<b>Row Number</b>	<b>Complaint Number</b>	<b>Agency</b>	<b>Correspondence Received Date</b>	<b>Closure Date: Accepted</b>	<b>Age of Complaint in Days: Accepted</b>
118	00013883	FSA	June 8, 2023	May 17, 2024	344
119	00013884	FS	June 25, 2023	April 23, 2024	303
120	00013895	FSA	June 27, 2023	January 24, 2024	211
121	00013899	FSA	July 5, 2023	November 1, 2023	119
122	00013900	FSA	June 26, 2023	December 26, 2023	183
123	00013901	FSA	June 26, 2023	December 27, 2023	184
124	00013909	RD	June 27, 2023	November 21, 2023	147
125	00013927	FNS	July 6, 2023	February 5, 2024	214
126	00013960	FNS	June 22, 2023	January 9, 2024	201
127	00013963	FNS	June 19, 2023	November 29, 2023	163
128	00013970	RD	June 27, 2023	January 11, 2024	198
129	00014017	RD	July 12, 2023	October 31, 2023	111
130	00014109	RD	June 26, 2023	January 17, 2024	205
131	00014117	FSA	July 9, 2023	January 31, 2024	206
132	00014130	FS	July 13, 2023	December 12, 2023	152
133	00014132	RD	July 18, 2023	November 15, 2023	120
134	00014137	RD	July 18, 2023	February 8, 2024	205
135	00014179	RD	June 29, 2023	February 15, 2024	231
136	00014183	RD	June 12, 2023	December 21, 2023	192
137	00014207	FNS	July 5, 2023	December 1, 2023	149
138	00014242	FNS	July 17, 2023	October 2, 2023	77
139	00014248	FSA	August 1, 2023	January 29, 2024	181
140	00014285	FSA	July 25, 2023	October 26, 2023	93
141	00014308	RD	July 24, 2023	October 5, 2023	73
142	00014359	FNS	August 4, 2023	June 20, 2024	321
143	00014361	RD	July 11, 2023	June 21, 2024	346
144	00014363	FSA	July 27, 2023	March 12, 2024	229
145	00014374	RD	July 30, 2023	February 8, 2024	193
146	00014381	FSA	August 7, 2023	February 22, 2024	199
147	00014382	RD	August 4, 2023	March 8, 2024	217
148	00014386	FSA	August 1, 2023	April 18, 2024	261
149	00014448	RD	August 4, 2023	March 8, 2024	217
150	00014513	FNS	August 4, 2023	February 5, 2024	185
151	00014535	RD	August 9, 2023	December 12, 2023	125
152	00014536	FSA	May 23, 2023	February 2, 2024	255
153	00014537	NRCS	August 10, 2023	December 20, 2023	132
154	00014563	FNS	August 22, 2023	November 16, 2023	86
155	00014572	NRCS	August 14, 2023	May 1, 2024	261
156	00014575	FSA	August 15, 2023	March 27, 2024	225
157	00014576	RD	August 15, 2023	December 7, 2023	114

**Fiscal Year 2024 USDA Accepted Program Complaints Closed**

<b>Row Number</b>	<b>Complaint Number</b>	<b>Agency</b>	<b>Correspondence Received Date</b>	<b>Closure Date: Accepted</b>	<b>Age of Complaint in Days: Accepted</b>
158	00014579	FSA	August 7, 2023	March 12, 2024	218
159	00014596	FNS	August 10, 2023	February 9, 2024	183
160	00014602	FNS	August 10, 2023	December 5, 2023	117
161	00014603	FNS	August 24, 2023	October 12, 2023	49
162	00014606	RD	August 9, 2023	January 3, 2024	147
163	00014608	RD	August 18, 2023	February 13, 2024	179
164	00014610	RD	August 18, 2023	December 21, 2023	125
165	00014611	FNS	August 23, 2023	March 13, 2024	203
166	00014621	FNS	August 23, 2023	July 29, 2024	341
167	00014642	FNS	August 29, 2023	September 6, 2024	374
168	00014649	FNS	August 23, 2023	October 31, 2023	69
169	00014707	RD	August 17, 2023	November 29, 2023	104
170	00014734	FNS	September 6, 2023	December 21, 2023	106
171	00014738	FSA	August 25, 2023	April 12, 2024	231
172	00014776	FSA	April 20, 2023	March 7, 2024	322
173	00014779	RD	September 6, 2023	April 15, 2024	222
174	00014781	FSA	August 31, 2023	April 12, 2024	225
175	00014795	FNS	September 1, 2023	October 27, 2023	56
176	00014800	FNS	August 3, 2023	October 13, 2023	71
177	00014801	RD	September 8, 2023	May 1, 2024	236
178	00014818	FNS	August 2, 2023	October 27, 2023	86
179	00014836	FNS	August 22, 2023	July 30, 2024	343
180	00014853	RD	September 11, 2023	December 8, 2023	88
181	00014854	RD	September 8, 2023	February 13, 2024	158
182	00014858	FNS	September 11, 2023	October 11, 2023	30
183	00014882	FNS	August 23, 2023	May 29, 2024	280
184	00014894	FNS	September 3, 2023	October 12, 2023	39
185	00014896	FNS	September 19, 2023	September 16, 2024	363
186	00014900	FNS	August 24, 2023	October 27, 2023	64
187	00014908	FNS	September 22, 2023	October 27, 2023	35
188	00014910	NRCS	September 14, 2023	June 17, 2024	277
189	00014913	FNS	August 29, 2023	October 17, 2023	49
190	00014920	FSA	September 15, 2023	November 28, 2023	74
191	00014921	FNS	September 7, 2023	October 18, 2023	41
192	00014927	FNS	September 8, 2023	October 18, 2023	40
193	00014932	RD	September 25, 2023	May 17, 2024	235
194	00014936	FNS	September 15, 2023	October 30, 2023	45
195	00014938	FNS	August 23, 2023	November 20, 2023	89
196	00014941	FNS	September 21, 2023	October 30, 2023	39
197	00014947	FNS	September 20, 2023	November 20, 2023	61

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<b>Row Number</b>	<b>Complaint Number</b>	<b>Agency</b>	<b>Correspondence Received Date</b>	<b>Closure Date: Accepted</b>	<b>Age of Complaint in Days: Accepted</b>
198	00014950	FNS	September 25, 2023	October 26, 2023	31
199	00014951	RD	October 4, 2023	June 20, 2024	260
200	00014956	FNS	September 29, 2023	December 4, 2023	66
201	00014957	RD	September 22, 2023	June 10, 2024	262
202	00014979	FNS	September 22, 2023	November 28, 2023	67
203	00014981	FNS	September 22, 2023	November 24, 2023	63
204	00014982	FNS	September 28, 2023	February 28, 2024	153
205	00014984	FNS	October 2, 2023	November 24, 2023	53
206	00014986	FNS	September 29, 2023	November 24, 2023	56
207	00014988	FNS	October 12, 2023	December 18, 2023	67
208	00014989	FNS	October 11, 2023	February 5, 2024	117
209	00014991	FNS	October 3, 2023	November 7, 2023	35
210	00014992	FNS	September 20, 2023	September 6, 2024	352
211	00014997	RD	October 4, 2023	February 22, 2024	141
212	00015001	NRCS	October 10, 2023	March 18, 2024	160
213	00015004	FS	October 3, 2023	January 4, 2024	93
214	00015008	FSA	October 7, 2023	June 18, 2024	255
215	00015009	FSA	October 10, 2023	April 17, 2024	190
216	00015013	RD	October 13, 2023	May 24, 2024	224
217	00015025	RD	October 10, 2023	June 12, 2024	246
218	00015034	FNS	October 10, 2023	November 20, 2023	41
219	00015066	FSA	October 11, 2023	December 12, 2023	62
220	00015068	RD	October 11, 2023	March 4, 2024	145
221	00015069	RMA	October 12, 2023	May 23, 2024	224
222	00015080	FNS	October 12, 2023	December 4, 2023	53
223	00015092	RD	October 16, 2023	December 21, 2023	66
224	00015093	FNS	October 4, 2023	February 29, 2024	148
225	00015095	FNS	October 10, 2023	November 21, 2023	42
226	00015103	RD	October 17, 2023	February 28, 2024	134
227	00015116	FNS	October 4, 2023	February 27, 2024	146
228	00015117	FNS	October 5, 2023	December 14, 2023	70
229	00015119	FNS	October 11, 2023	November 22, 2023	42
230	00015131	RD	October 30, 2023	April 22, 2024	175
231	00015132	FNS	October 11, 2023	September 16, 2024	341
232	00015136	FNS	October 16, 2023	May 1, 2024	198
233	00015140	FNS	October 23, 2023	January 29, 2024	98
234	00015149	FNS	October 6, 2023	November 24, 2023	49
235	00015155	FNS	October 22, 2023	November 28, 2023	37
236	00015156	FNS	October 18, 2023	February 5, 2024	110
237	00015159	FNS	October 16, 2023	November 28, 2023	43

**Fiscal Year 2024 USDA Accepted Program Complaints Closed**

<b>Row Number</b>	<b>Complaint Number</b>	<b>Agency</b>	<b>Correspondence Received Date</b>	<b>Closure Date: Accepted</b>	<b>Age of Complaint in Days: Accepted</b>
238	00015161	FSA	November 6, 2023	June 25, 2024	232
239	00015162	RD	November 6, 2023	January 3, 2024	58
240	00015163	RD	October 23, 2023	January 16, 2024	85
241	00015164	FNS	October 17, 2023	May 14, 2024	210
242	00015165	FNS	September 7, 2023	December 20, 2023	104
243	00015166	FNS	October 27, 2023	March 6, 2024	131
244	00015174	RD	November 5, 2023	April 22, 2024	169
245	00015176	FSA	October 12, 2023	April 5, 2024	176
246	00015177	FNS	October 13, 2023	December 19, 2023	67
247	00015178	FNS	October 13, 2023	December 19, 2023	67
248	00015182	FNS	October 18, 2023	December 19, 2023	62
249	00015187	FNS	October 23, 2023	March 13, 2024	142
250	00015196	RD	November 17, 2023	May 20, 2024	185
251	00015208	FNS	October 30, 2023	January 30, 2024	92
252	00015217	FSA	November 2, 2023	June 5, 2024	216
253	00015221	RD	November 13, 2023	March 4, 2024	112
254	00015223	FSA	November 21, 2023	July 1, 2024	223
255	00015226	RD	October 19, 2023	May 8, 2024	202
256	00015227	FSA	October 31, 2023	May 24, 2024	206
257	00015229	FNS	October 15, 2023	December 18, 2023	64
258	00015233	FNS	November 3, 2023	March 12, 2024	130
259	00015234	FNS	October 25, 2023	February 7, 2024	105
260	00015235	FSA	November 28, 2023	June 10, 2024	195
261	00015237	RD	November 28, 2023	January 31, 2024	64
262	00015238	FNS	October 26, 2023	January 3, 2024	69
263	00015246	FSA	October 31, 2023	May 31, 2024	213
264	00015248	FNS	November 30, 2023	January 17, 2024	48
265	00015257	FNS	November 30, 2023	September 6, 2024	281
266	00015258	FNS	December 6, 2023	May 22, 2024	168
267	00015259	FNS	November 27, 2023	December 28, 2023	31
268	00015264	FNS	November 22, 2023	April 9, 2024	139
269	00015265	FNS	November 24, 2023	January 8, 2024	45
270	00015268	FNS	November 16, 2023	January 3, 2024	48
271	00015269	RD	November 19, 2023	May 21, 2024	184
272	00015272	FSA	December 12, 2023	July 26, 2024	227
273	00015277	FNS	December 1, 2023	January 4, 2024	34
274	00015294	FNS	November 9, 2023	January 4, 2024	56
275	00015295	FNS	November 15, 2023	March 11, 2024	117
276	00015297	RD	December 15, 2023	May 31, 2024	168
277	00015298	FNS	October 31, 2023	January 5, 2024	66

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278	00015305	RD	December 18, 2023	June 12, 2024	177
279	00015306	FNS	November 20, 2023	January 30, 2024	71
280	00015313	FNS	November 9, 2023	January 29, 2024	81
281	00015315	FNS	December 3, 2023	February 28, 2024	87
282	00015316	FNS	December 5, 2023	January 24, 2024	50
283	00015326	FNS	September 3, 2023	May 22, 2024	262
284	00015327	FNS	October 21, 2023	February 2, 2024	104
285	00015333	RD	December 14, 2023	February 14, 2024	62
286	00015334	FNS	November 1, 2023	September 16, 2024	320
287	00015335	FNS	November 8, 2023	May 1, 2024	175
288	00015337	FNS	December 10, 2023	January 30, 2024	51
289	00015342	FNS	December 6, 2023	April 8, 2024	124
290	00015344	FNS	December 7, 2023	March 25, 2024	109
291	00015348	FNS	November 9, 2023	January 12, 2024	64
292	00015353	FNS	November 18, 2023	December 27, 2023	39
293	00015355	FNS	December 13, 2023	January 17, 2024	35
294	00015356	FSA	December 17, 2023	August 8, 2024	235
295	00015357	FNS	December 13, 2023	January 17, 2024	35
296	00015361	FNS	December 4, 2023	March 4, 2024	91
297	00015363	RD	December 21, 2023	June 26, 2024	188
298	00015364	NRCS	December 24, 2023	February 7, 2024	45
299	00015365	FNS	December 2, 2023	January 30, 2024	59
300	00015373	RD	January 3, 2024	March 7, 2024	64
301	00015374	FNS	December 20, 2023	May 29, 2024	161
302	00015375	RD	October 21, 2023	April 17, 2024	179
303	00015376	FSA	January 2, 2024	July 2, 2024	182
304	00015379	RD	December 8, 2023	August 6, 2024	242
305	00015380	FSA	December 28, 2023	July 16, 2024	201
306	00015383	FNS	December 9, 2023	January 25, 2024	47
307	00015384	FNS	December 11, 2023	February 27, 2024	78
308	00015386	FNS	January 3, 2024	February 6, 2024	34
309	00015394	FNS	December 22, 2023	July 29, 2024	220
310	00015395	FNS	December 13, 2023	July 30, 2024	230
311	00015397	FNS	December 18, 2023	March 6, 2024	79
312	00015402	FNS	December 21, 2023	February 28, 2024	69
313	00015420	NRCS	January 10, 2024	July 24, 2024	196
314	00015426	FSA	January 3, 2024	March 15, 2024	72
315	00015427	FNS	January 6, 2024	May 29, 2024	144
316	00015434	FNS	January 8, 2024	February 28, 2024	51
317	00015436	FNS	January 3, 2024	March 15, 2024	72

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318	00015440	FNS	December 28, 2023	February 15, 2024	49
319	00015441	FNS	December 20, 2023	February 15, 2024	57
320	00015474	FNS	January 20, 2024	January 24, 2024	4
321	00015477	FNS	January 10, 2024	May 2, 2024	113
322	00015478	FNS	January 11, 2024	June 3, 2024	144
323	00015488	FNS	January 17, 2024	March 14, 2024	57
324	00015491	FNS	January 15, 2024	February 20, 2024	36
325	00015493	RD	January 23, 2024	May 21, 2024	119
326	00015496	FSA	January 27, 2024	July 24, 2024	179
327	00015499	FNS	January 23, 2024	March 1, 2024	38
328	00015509	FNS	January 12, 2024	February 20, 2024	39
329	00015510	FNS	January 17, 2024	July 24, 2024	189
330	00015518	RD	January 30, 2024	June 27, 2024	149
331	00015519	FSA	January 30, 2024	April 12, 2024	73
332	00015520	FNS	January 9, 2024	September 16, 2024	251
333	00015526	NRCS	December 15, 2023	June 6, 2024	174
334	00015528	FNS	January 22, 2024	February 23, 2024	32
335	00015533	NRCS	February 5, 2024	March 12, 2024	36
336	00015535	RD	February 2, 2024	July 1, 2024	150
337	00015537	NRCS	February 8, 2024	July 26, 2024	169
338	00015541	FNS	January 24, 2024	March 6, 2024	42
339	00015544	FNS	January 27, 2024	March 14, 2024	47
340	00015564	FNS	January 25, 2024	March 6, 2024	41
341	00015571	RD	February 9, 2024	August 30, 2024	203
342	00015573	FNS	January 25, 2024	March 19, 2024	54
343	00015575	FNS	January 28, 2024	March 19, 2024	51
344	00015577	FSA	May 23, 2023	June 13, 2024	387
345	00015581	FSA	February 17, 2024	June 21, 2024	125
346	00015582	FSA	February 20, 2024	June 21, 2024	122
347	00015584	FSA	February 14, 2024	July 5, 2024	142
348	00015587	NRCS	February 16, 2024	August 7, 2024	173
349	00015590	FNS	January 24, 2024	April 18, 2024	85
350	00015591	FNS	January 24, 2024	March 26, 2024	62
351	00015593	RD	February 12, 2024	August 20, 2024	190
352	00015596	FNS	January 29, 2024	March 20, 2024	51
353	00015604	RD	February 20, 2024	September 6, 2024	199
354	00015607	RD	February 19, 2024	August 22, 2024	185
355	00015608	FNS	February 5, 2024	March 27, 2024	51
356	00015610	FSA	February 6, 2024	August 22, 2024	198
357	00015615	FNS	January 30, 2024	March 20, 2024	50

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358	00015619	FSA	February 26, 2024	August 20, 2024	176
359	00015620	FSA	February 22, 2024	August 26, 2024	186
360	00015621	RD	February 27, 2024	July 17, 2024	141
361	00015622	FNS	February 1, 2024	March 21, 2024	49
362	00015623	FNS	February 26, 2024	May 8, 2024	72
363	00015625	FNS	February 9, 2024	March 27, 2024	47
364	00015627	FSA	February 27, 2024	July 16, 2024	140
365	00015633	FNS	February 12, 2024	March 21, 2024	38
366	00015637	FNS	February 3, 2024	March 21, 2024	47
367	00015648	RD	February 29, 2024	April 19, 2024	50
368	00015650	FNS	February 12, 2024	March 28, 2024	45
369	00015652	FSA	February 21, 2024	May 10, 2024	79
370	00015653	RD	March 4, 2024	July 19, 2024	137
371	00015654	FNS	February 8, 2024	September 6, 2024	211
372	00015662	FNS	February 15, 2024	April 1, 2024	46
373	00015663	FNS	February 26, 2024	September 16, 2024	203
374	00015672	RD	March 7, 2024	April 9, 2024	33
375	00015674	RD	March 5, 2024	July 2, 2024	119
376	00015676	FSA	February 20, 2024	July 3, 2024	134
377	00015678	FNS	February 28, 2024	April 23, 2024	55
378	00015679	FNS	March 10, 2024	April 18, 2024	39
379	00015682	RD	February 28, 2024	September 4, 2024	189
380	00015690	FNS	February 16, 2024	April 18, 2024	62
381	00015692	FSA	March 12, 2024	July 31, 2024	141
382	00015695	FNS	February 19, 2024	April 4, 2024	45
383	00015698	FNS	February 7, 2024	April 18, 2024	71
384	00015702	FNS	February 18, 2024	May 29, 2024	101
385	00015704	FNS	February 22, 2024	May 13, 2024	81
386	00015708	FNS	February 23, 2024	July 3, 2024	131
387	00015709	RMA	February 28, 2024	September 17, 2024	202
388	00015712	NRCS	March 12, 2024	June 4, 2024	84
389	00015713	FNS	February 23, 2024	July 29, 2024	157
390	00015714	FNS	February 22, 2024	May 16, 2024	84
391	00015715	FNS	February 27, 2024	April 18, 2024	51
392	00015718	FSA	February 27, 2024	September 6, 2024	192
393	00015724	FNS	March 19, 2024	April 24, 2024	36
394	00015726	FNS	February 26, 2024	April 24, 2024	58
395	00015732	FSA	March 18, 2024	July 26, 2024	130
396	00015738	FNS	March 5, 2024	July 19, 2024	136
397	00015741	RD	March 27, 2024	August 23, 2024	149

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398	00015745	FNS	March 18, 2024	April 22, 2024	35
399	00015748	FNS	March 13, 2024	April 24, 2024	42
400	00015750	FNS	February 29, 2024	April 26, 2024	57
401	00015752	RD	March 27, 2024	May 14, 2024	48
402	00015756	FSA	March 25, 2024	September 11, 2024	170
403	00015759	FS	March 27, 2024	May 28, 2024	62
404	00015760	FNS	April 4, 2024	May 2, 2024	28
405	00015765	NRCS	April 4, 2024	August 30, 2024	148
406	00015768	FNS	March 6, 2024	May 13, 2024	68
407	00015774	FNS	February 25, 2024	July 25, 2024	151
408	00015780	FNS	March 11, 2024	May 13, 2024	63
409	00015795	FS	April 9, 2024	August 20, 2024	133
410	00015801	FNS	March 25, 2024	May 6, 2024	42
411	00015802	FNS	March 14, 2024	May 8, 2024	55
412	00015807	FNS	March 25, 2024	May 24, 2024	60
413	00015810	FNS	March 13, 2024	May 24, 2024	72
414	00015813	FNS	March 23, 2024	May 17, 2024	55
415	00015815	FNS	April 5, 2024	May 22, 2024	47
416	00015819	FNS	April 7, 2024	May 17, 2024	40
417	00015821	FNS	April 9, 2024	May 17, 2024	38
418	00015831	FNS	April 16, 2024	September 5, 2024	142
419	00015832	NRCS	April 20, 2024	September 9, 2024	142
420	00015840	FNS	April 19, 2024	June 13, 2024	55
421	00015841	FNS	April 29, 2024	June 13, 2024	45
422	00015843	FNS	March 26, 2024	June 18, 2024	84
423	00015847	FNS	April 30, 2024	May 30, 2024	30
424	00015859	FNS	April 19, 2024	May 28, 2024	39
425	00015860	FNS	April 11, 2024	July 25, 2024	105
426	00015867	FNS	April 29, 2024	June 30, 2024	62
427	00015875	FNS	May 7, 2024	June 13, 2024	37
428	00015876	FNS	April 25, 2024	September 19, 2024	147
429	00015877	FNS	April 28, 2024	May 31, 2024	33
430	00015878	FNS	April 23, 2024	May 31, 2024	38
431	00015881	FNS	April 16, 2024	May 31, 2024	45
432	00015889	RD	March 13, 2024	July 12, 2024	121
433	00015890	RD	March 3, 2024	June 25, 2024	114
434	00015895	FNS	May 10, 2024	June 13, 2024	34
435	00015912	FSA	May 21, 2024	July 30, 2024	70
436	00015915	FNS	May 16, 2024	June 14, 2024	29
437	00015917	FNS	May 20, 2024	September 19, 2024	122



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438	00015920	FNS	May 21, 2024	June 20, 2024	30
439	00015923	FNS	May 9, 2024	September 20, 2024	134
440	00015930	FNS	May 10, 2024	August 5, 2024	87
441	00015945	NRCS	May 21, 2024	July 24, 2024	64
442	00015946	RD	June 4, 2024	September 18, 2024	106
443	00015955	FNS	May 8, 2024	July 19, 2024	72
444	00015956	FNS	May 7, 2024	July 25, 2024	79
445	00015958	FNS	May 14, 2024	July 25, 2024	72
446	00015959	RD	June 11, 2024	September 4, 2024	85
447	00015963	FNS	May 10, 2024	September 13, 2024	126
448	00015965	FNS	May 16, 2024	July 25, 2024	70
449	00015967	FNS	May 21, 2024	August 30, 2024	101
450	00015970	FNS	May 30, 2024	August 20, 2024	82
451	00015973	FNS	May 24, 2024	September 5, 2024	104
452	00015978	FNS	May 23, 2024	September 19, 2024	119
453	00015980	FNS	May 28, 2024	September 17, 2024	112
454	00015982	FNS	May 30, 2024	July 1, 2024	32
455	00015988	FNS	June 6, 2024	September 3, 2024	89
456	00015989	FNS	June 5, 2024	July 29, 2024	54
457	00015996	FNS	June 7, 2024	July 11, 2024	34
458	00016000	RD	June 6, 2024	September 27, 2024	113
459	00016021	FNS	May 29, 2024	July 25, 2024	57
460	00016023	FNS	June 17, 2024	July 17, 2024	30
461	00016025	FNS	June 21, 2024	July 17, 2024	26
462	00016027	FNS	June 6, 2024	July 25, 2024	49
463	00016028	FNS	June 1, 2024	July 25, 2024	54
464	00016030	FNS	June 20, 2024	July 23, 2024	33
465	00016031	FNS	June 20, 2024	July 1, 2024	11
466	00016046	FNS	June 24, 2024	August 15, 2024	52
467	00016050	FNS	June 24, 2024	August 15, 2024	52
468	00016063	FNS	June 3, 2024	August 15, 2024	73
469	00016077	FNS	July 1, 2024	August 21, 2024	51
470	00016090	FNS	June 24, 2024	September 13, 2024	81
471	00016091	FNS	June 18, 2024	July 30, 2024	42
472	00016093	FNS	June 20, 2024	August 27, 2024	68
473	00016095	FNS	June 18, 2024	July 23, 2024	35
474	00016108	FNS	July 11, 2024	August 22, 2024	42
475	00016111	FNS	July 8, 2024	September 19, 2024	73
476	00016116	FNS	July 18, 2024	August 26, 2024	39
477	00016133	FNS	July 9, 2024	August 30, 2024	52

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478	00016158	FNS	July 17, 2024	August 6, 2024	20
479	00016171	FNS	August 1, 2024	September 19, 2024	49
480	00016175	FNS	July 8, 2024	August 28, 2024	51
481	00016177	FNS	July 24, 2024	September 25, 2024	63
482	00016179	FNS	July 30, 2024	September 16, 2024	48
483	00016180	FNS	July 30, 2024	September 13, 2024	45
484	00016182	FSA	August 6, 2024	September 19, 2024	44
485	00016183	FNS	July 18, 2024	September 13, 2024	57
486	00016201	FNS	July 2, 2024	September 4, 2024	64
487	00016231	FNS	July 31, 2024	September 15, 2024	46
488	00016232	FNS	July 16, 2024	September 5, 2024	51
489	00016233	FNS	December 11, 2023	September 25, 2024	289
490	00016254	FNS	August 19, 2024	September 19, 2024	31
491	00016265	FNS	August 22, 2024	September 19, 2024	28
492	00016266	FNS	August 13, 2024	September 16, 2024	34
493	00016285	FNS	August 20, 2024	September 20, 2024	31
494	00016326	FNS	August 30, 2024	September 30, 2024	31

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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
1	AMS-2016-00693
2	AMS-2022-00506
3	AMS-2022-00653
4	AMS-2023-00157
5	AMS-2023-00272
6	AMS-2023-00376
7	AMS-2023-00481
8	AMS-2023-00509
9	AMS-2023-00579
10	AMS-2023-00594
11	AMS-2023-00701
12	AMS-2024-00039
13	AMS-2024-00098
14	AMS-2024-00166
15	AMS-2024-00248
16	AMS-2024-00287
17	AMS-2024-00454
18	AMS-2024-00472
19	AMS-2024-00532
20	AMS-2024-00580
21	AMS-2024-00657
22	AMS-2024-00687
23	AMS-2024-00817
24	APHIS-2016-00851
25	APHIS-2016-00854
26	APHIS-2017-00204
27	APHIS-2020-00937
28	APHIS-2022-00680
29	APHIS-2023-00045
30	APHIS-2023-00338
31	APHIS-2023-00344
32	APHIS-2023-00544

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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
33	APHIS-2023-00572
34	APHIS-2024-00062
35	APHIS-2024-00067
36	APHIS-2024-00089
37	APHIS-2024-00148
38	APHIS-2024-00155
39	APHIS-2024-00200
40	APHIS-2024-00209
41	APHIS-2024-00230
42	APHIS-2024-00267
43	APHIS-2024-00302
44	APHIS-2024-00332
45	APHIS-2024-00333
46	APHIS-2024-00485
47	APHIS-2024-00491
48	APHIS-2024-00512
49	APHIS-2024-00513
50	APHIS-2024-00519
51	APHIS-2024-00529
52	APHIS-2024-00543
53	APHIS-2024-00579
54	APHIS-2024-00661
55	APHIS-2024-00669
56	APHIS-2024-00678
57	APHIS-2024-00681
58	APHIS-2024-00728
59	ARS-2008-00549
60	ARS-2022-00518
61	ARS-2023-00521
62	ARS-2023-00576
63	ARS-2023-00586
64	ARS-2023-00595

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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
65	ARS-2023-00678
66	ARS-2024-00016
67	ARS-2024-00337
68	ARS-2024-00549
69	ARS-2024-00686
70	ARS-2024-00765
71	DEPT-2023-00070
72	DEPT-2023-00138
57	APHIS-2024-00681
58	APHIS-2024-00728
59	ARS-2008-00549
60	ARS-2022-00518
61	ARS-2023-00521
62	ARS-2023-00576
63	ARS-2023-00586
64	ARS-2023-00595
65	ARS-2023-00678
66	ARS-2024-00016
67	ARS-2024-00337
68	ARS-2024-00549
69	ARS-2024-00686
70	ARS-2024-00765
71	DEPT-2023-00070
72	DEPT-2023-00138
73	DEPT-2023-00256
74	DEPT-2023-00278
75	DEPT-2023-00438
76	DEPT-2023-00462
77	DEPT-2024-00026
78	DEPT-2024-00131
79	DEPT-2024-00150
80	DEPT-2024-00225

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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
81	DEPT-2024-00300
82	DEPT-2024-00335
83	DEPT-2024-00538
84	DEPT-2024-00719
85	EMS-USDACR990350
86	FAS-1999-01546
87	FAS-2000-01586
88	FAS-2010-00947
89	FAS-2020-00266
90	FAS-2020-00372
91	FAS-2022-00408
92	FAS-2023-00501
93	FAS-2024-00172
94	FAS-2024-00318
95	FAS-2024-00464
96	FAS-2024-00635
97	FAS-2024-00656
98	FNCS-2021-00534
99	FNCS-2022-00482
100	FNCS-2022-00565
101	FNCS-2023-00332
102	FNCS-2023-00523
103	FNCS-2023-00707
104	FNCS-2024-00144
105	FNCS-2024-00220
106	FNCS-2024-00518
107	FNCS-2024-00550
108	FNCS-2024-00700
109	FPAC-2021-00432
110	FPAC-2022-00301
111	FPAC-2023-00190
112	FPAC-2023-00303

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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
113	FPAC-2023-00317
114	FPAC-2023-00329
115	FPAC-2023-00458
116	FPAC-2023-00464
117	FPAC-2023-00566
118	FPAC-2023-00614
119	FPAC-2023-00703
120	FPAC-2023-00706
121	FPAC-2024-00027
122	FPAC-2024-00134
123	FPAC-2024-00156
124	FPAC-2024-00176
125	FPAC-2024-00185
126	FPAC-2024-00212
127	FPAC-2024-00221
128	FPAC-2024-00231
129	FPAC-2024-00265
130	FPAC-2024-00271
131	FPAC-2024-00290
132	FPAC-2024-00310
133	FPAC-2024-00357
134	FPAC-2024-00359
135	FPAC-2024-00362
136	FPAC-2024-00380
137	FPAC-2024-00388
138	FPAC-2024-00443
139	FPAC-2024-00452
140	FPAC-2024-00462
141	FPAC-2024-00465
142	FPAC-2024-00509
143	FPAC-2024-00568
144	FPAC-2024-00578

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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
145	FPAC-2024-00601
146	FPAC-2024-00619
147	FPAC-2024-00621
148	FPAC-2024-00644
149	FPAC-2024-00649
150	FPAC-2024-00683
151	FPAC-2024-00691
152	FPAC-2024-00698
153	FPAC-2024-00702
154	FPAC-2024-00713
155	FPAC-2024-00721
156	FPAC-2024-00807
157	FPAC-2024-00822
158	FPAC-2024-00823
159	FS-2011-01082
160	FS-2012-00051
161	FS-2012-00361
162	FS-2012-00946
163	FS-2013-00194
164	FS-2013-00217
165	FS-2014-00003
166	FS-2014-00858
167	FS-2016-00802
168	FS-2018-00093
169	FS-2018-00190
170	FS-2019-00144
171	FS-2019-00293
172	FS-2019-00485
173	FS-2021-00047
174	FS-2021-00555
175	FS-2022-00356
176	FS-2022-00392



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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
177	FS-2022-00446
178	FS-2022-00631
179	FS-2023-00131
180	FS-2023-00139
181	FS-2023-00220
182	FS-2023-00235
183	FS-2023-00263
184	FS-2023-00293
185	FS-2023-00353
186	FS-2023-00381
187	FS-2023-00401
188	FS-2023-00428
189	FS-2023-00541
190	FS-2023-00640
191	FS-2023-00642
192	FS-2023-00676
193	FS-2024-00048
194	FS-2024-00052
195	FS-2024-00085
196	FS-2024-00096
197	FS-2024-00117
198	FS-2024-00161
199	FS-2024-00169
200	FS-2024-00180
201	FS-2024-00187
202	FS-2024-00196
203	FS-2024-00208
204	FS-2024-00213
205	FS-2024-00214
206	FS-2024-00222
207	FS-2024-00237
208	FS-2024-00245

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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
209	FS-2024-00277
210	FS-2024-00295
211	FS-2024-00307
212	FS-2024-00309
213	FS-2024-00319
214	FS-2024-00327
215	FS-2024-00341
216	FS-2024-00344
217	FS-2024-00347
218	FS-2024-00356
219	FS-2024-00367
220	FS-2024-00376
221	FS-2024-00378
222	FS-2024-00446
223	FS-2024-00449
224	FS-2024-00455
225	FS-2024-00457
226	FS-2024-00492
227	FS-2024-00504
228	FS-2024-00521
229	FS-2024-00525
230	FS-2024-00542
231	FS-2024-00551
232	FS-2024-00552
233	FS-2024-00570
234	FS-2024-00583
235	FS-2024-00613
236	FS-2024-00640
237	FS-2024-00641
238	FS-2024-00671
239	FS-2024-00682
240	FS-2024-00690

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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
241	FSIS-2015-00572
242	FSIS-2019-00177
243	FSIS-2019-00305
244	FSIS-2021-00157
245	FSIS-2022-00052
246	FSIS-2022-00329
247	FSIS-2022-00333
248	FSIS-2022-00359
249	FSIS-2022-00637
250	FSIS-2023-00017
251	FSIS-2023-00145
252	FSIS-2023-00162
253	FSIS-2023-00288
254	FSIS-2023-00324
255	FSIS-2023-00406
256	FSIS-2024-00034
257	FSIS-2024-00036
258	FSIS-2024-00041
259	FSIS-2024-00060
260	FSIS-2024-00097
261	FSIS-2024-00101
262	FSIS-2024-00104
263	FSIS-2024-00113
264	FSIS-2024-00135
265	FSIS-2024-00140
266	FSIS-2024-00177
267	FSIS-2024-00178
268	FSIS-2024-00182
269	FSIS-2024-00206
270	FSIS-2024-00210
271	FSIS-2024-00219
272	FSIS-2024-00229

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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
273	FSIS-2024-00239
274	FSIS-2024-00247
275	FSIS-2024-00280
276	FSIS-2024-00294
277	FSIS-2024-00298
278	FSIS-2024-00313
279	FSIS-2024-00315
280	FSIS-2024-00317
281	FSIS-2024-00331
282	FSIS-2024-00352
283	FSIS-2024-00355
284	FSIS-2024-00368
285	FSIS-2024-00387
286	FSIS-2024-00391
287	FSIS-2024-00441
288	FSIS-2024-00447
289	FSIS-2024-00483
290	FSIS-2024-00488
291	FSIS-2024-00493
292	FSIS-2024-00498
293	FSIS-2024-00499
294	FSIS-2024-00503
295	FSIS-2024-00523
296	FSIS-2024-00531
297	FSIS-2024-00545
298	FSIS-2024-00557
299	FSIS-2024-00563
300	FSIS-2024-00567
301	FSIS-2024-00572
302	FSIS-2024-00577
303	FSIS-2024-00588
304	FSIS-2024-00611

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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
305	FSIS-2024-00614
306	FSIS-2024-00677
307	FSIS-2024-00810
308	NASS-2024-00675
309	NIFA-2024-00482
310	OCFO-2019-00507
311	OCFO-2022-00421
312	OCFO-2023-00216
313	OCFO-2024-00122
314	OCFO-2024-00154
315	OCFO-2024-00522
316	OCFO-2024-00558
317	OCFO-2024-00605
318	OIG-2024-00094
319	OIG-2024-00527
320	OIG-2024-00546
321	OIG-2024-00804
322	RD-2015-00763
323	RD-2016-01038
324	RD-2017-00971
325	RD-2018-00267
326	RD-2018-00377
327	RD-2019-00840
328	RD-2019-01003
329	RD-2020-00262
330	RD-2020-00920
331	RD-2021-00184
332	RD-2022-00267
333	RD-2022-00298
334	RD-2022-00397
335	RD-2022-00398
336	RD-2022-00647

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<b>Fiscal Year 2024 USDA Employment Complaints Pending at End of Fiscal Year</b>	
<b>Row Number</b>	<b>Complaint Number</b>
337	RD-2023-00513
338	RD-2023-00573
339	RD-2024-00038
340	RD-2024-00070
341	RD-2024-00073
342	RD-2024-00081
343	RD-2024-00128
344	RD-2024-00244
345	RD-2024-00323
346	RD-2024-00353
347	RD-2024-00456
348	RD-2024-00475
349	RD-2024-00495
350	RD-2024-00507
351	RD-2024-00554
352	RD-2024-00604
353	RD-2024-00610
354	RD-2024-00620
355	RD-2024-00624
356	RD-2024-00718
357	RD-2024-00826

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<b>Fiscal Year 2024 USDA Employment Complaints Closed</b>	
<b>Row Number</b>	<b>Complaint Number</b>
1	AMS-2021-00564
2	AMS-2022-00208
3	AMS-2022-00297
4	AMS-2022-00385
5	AMS-2022-00430
6	AMS-2022-00578
7	AMS-2022-00644
8	AMS-2022-00660
9	AMS-2023-00119
10	AMS-2023-00248
11	AMS-2023-00378
12	AMS-2023-00412
13	AMS-2023-00574
14	AMS-2024-00014
15	AMS-2024-00030
16	AMS-2024-00059
17	AMS-2024-00248
18	APHIS-2016-00395
19	APHIS-2017-00446
20	APHIS-2017-00875
21	APHIS-2018-00949
22	APHIS-2019-00625
23	APHIS-2021-00321
24	APHIS-2021-00385
25	APHIS-2022-00225
26	APHIS-2022-00606
27	APHIS-2022-00649
28	APHIS-2023-00025
29	APHIS-2023-00057

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<b>Fiscal Year 2024 USDA Employment Complaints Closed</b>	
<b>Row Number</b>	<b>Complaint Number</b>
30	APHIS-2023-00156
31	APHIS-2023-00310
32	APHIS-2023-00374
33	APHIS-2023-00397
34	APHIS-2023-00436
35	APHIS-2023-00456
36	APHIS-2023-00477
37	APHIS-2023-00503
38	APHIS-2023-00510
39	APHIS-2023-00534
40	APHIS-2023-00569
41	APHIS-2023-00571
42	APHIS-2023-00605
43	APHIS-2023-00647
44	APHIS-2024-00108
45	APHIS-2024-00143
46	APHIS-2024-00164
47	APHIS-2024-00191
48	APHIS-2024-00194
49	APHIS-2024-00249
50	ARS-2022-00010
51	ARS-2022-00166
52	ARS-2022-00207
53	ARS-2022-00240
54	ARS-2022-00268
55	ARS-2022-00608
56	ARS-2022-00665
57	ARS-2023-00096
58	ARS-2023-00189
59	ARS-2023-00219
60	ARS-2023-00244
61	ARS-2023-00355



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<b>Fiscal Year 2024 USDA Employment Complaints Closed</b>	
<b>Row Number</b>	<b>Complaint Number</b>
62	ARS-2023-00356
63	ARS-2023-00538
64	ARS-2023-00586
65	ARS-2023-00633
66	ARS-2024-00478
67	DEPT-2019-00534
68	DEPT-2019-00721
69	DEPT-2022-00310
70	DEPT-2023-00227
71	DEPT-2023-00230
72	DEPT-2023-00339
73	DEPT-2023-00371
74	DEPT-2023-00684
75	DEPT-2023-00686
76	FAS-2023-00012
77	FAS-2023-00417
78	FAS-2023-00441
79	FAS-2024-00136
80	FNCS-2018-00773
81	FNCS-2022-00390
82	FNCS-2023-00018
83	FNCS-2023-00112
84	FNCS-2023-00154
85	FNCS-2023-00192
86	FNCS-2023-00457
87	FNCS-2023-00524
88	FNCS-2023-00542
89	FNCS-2023-00554
90	FNCS-2023-00582
91	FNCS-2023-00661
92	FNCS-2024-00147
93	FNCS-2024-00151

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<b>Fiscal Year 2024 USDA Employment Complaints Closed</b>	
<b>Row Number</b>	<b>Complaint Number</b>
94	FNCS-2024-00217
95	FNCS-2024-00316
96	FPAC-2021-00057
97	FPAC-2021-00083
98	FPAC-2021-00513
99	FPAC-2022-00357
100	FPAC-2022-00432
101	FPAC-2022-00516
102	FPAC-2022-00595
103	FPAC-2022-00600
104	FPAC-2023-00217
105	FPAC-2023-00224
106	FPAC-2023-00231
107	FPAC-2023-00265
108	FPAC-2023-00297
109	FPAC-2023-00346
110	FPAC-2023-00349
111	FPAC-2023-00392
112	FPAC-2023-00395
113	FPAC-2023-00398
114	FPAC-2023-00410
115	FPAC-2023-00414
116	FPAC-2023-00450
117	FPAC-2023-00476
118	FPAC-2023-00482
119	FPAC-2023-00607
120	FPAC-2023-00618
121	FPAC-2023-00624
122	FPAC-2023-00626
123	FPAC-2023-00653
124	FPAC-2023-00671
125	FPAC-2023-00679

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<b>Fiscal Year 2024 USDA Employment Complaints Closed</b>	
<b>Row Number</b>	<b>Complaint Number</b>
126	FPAC-2023-00699
127	FPAC-2023-00702
128	FPAC-2024-00017
129	FPAC-2024-00024
130	FPAC-2024-00058
131	FPAC-2024-00065
132	FPAC-2024-00074
133	FPAC-2024-00087
134	FPAC-2024-00093
135	FPAC-2024-00109
136	FPAC-2024-00111
137	FPAC-2024-00130
138	FPAC-2024-00142
139	FPAC-2024-00175
140	FPAC-2024-00233
141	FPAC-2024-00266
142	FPAC-2024-00311
143	FPAC-2024-00534
144	FS-2011-00679
145	FS-2014-00889
146	FS-2016-00523
147	FS-2020-00251
148	FS-2020-00730
149	FS-2020-00831
150	FS-2020-00914
151	FS-2021-00302
152	FS-2021-00507
153	FS-2022-00002
154	FS-2022-00028
155	FS-2022-00161
156	FS-2022-00332
157	FS-2022-00345

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<b>Fiscal Year 2024 USDA Employment Complaints Closed</b>	
<b>Row Number</b>	<b>Complaint Number</b>
158	FS-2022-00364
159	FS-2022-00404
160	FS-2022-00453
161	FS-2022-00534
162	FS-2022-00550
163	FS-2022-00554
164	FS-2023-00009
165	FS-2023-00061
166	FS-2023-00065
167	FS-2023-00087
168	FS-2023-00116
169	FS-2023-00120
170	FS-2023-00166
171	FS-2023-00184
172	FS-2023-00185
173	FS-2023-00206
174	FS-2023-00211
175	FS-2023-00218
176	FS-2023-00236
177	FS-2023-00289
178	FS-2023-00323
179	FS-2023-00341
180	FS-2023-00354
181	FS-2023-00393
182	FS-2023-00396
183	FS-2023-00422
184	FS-2023-00447
185	FS-2023-00448
186	FS-2023-00452
187	FS-2023-00460
188	FS-2023-00480
189	FS-2023-00484

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<b>Fiscal Year 2024 USDA Employment Complaints Closed</b>	
<b>Row Number</b>	<b>Complaint Number</b>
190	FS-2023-00488
191	FS-2023-00490
192	FS-2023-00492
193	FS-2023-00495
194	FS-2023-00505
195	FS-2023-00506
196	FS-2023-00526
197	FS-2023-00552
198	FS-2023-00563
199	FS-2023-00570
200	FS-2023-00583
201	FS-2023-00600
202	FS-2023-00601
203	FS-2023-00604
204	FS-2023-00608
205	FS-2023-00609
206	FS-2023-00612
207	FS-2023-00613
208	FS-2023-00622
209	FS-2023-00632
210	FS-2023-00635
211	FS-2023-00641
212	FS-2023-00649
213	FS-2023-00652
214	FS-2023-00673
215	FS-2023-00677
216	FS-2024-00004
217	FS-2024-00020
218	FS-2024-00029
219	FS-2024-00057
220	FS-2024-00061
221	FS-2024-00071

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<b>Fiscal Year 2024 USDA Employment Complaints Closed</b>	
<b>Row Number</b>	<b>Complaint Number</b>
222	FS-2024-00086
223	FS-2024-00125
224	FS-2024-00129
225	FS-2024-00158
226	FS-2024-00190
227	FS-2024-00218
228	FS-2024-00243
229	FS-2024-00370
230	FS-2024-00533
231	FSA-2016-00903
232	FSIS-2017-00942
233	FSIS-2021-00382
234	FSIS-2022-00030
235	FSIS-2022-00192
236	FSIS-2022-00336
237	FSIS-2022-00352
238	FSIS-2022-00366
239	FSIS-2022-00597
240	FSIS-2022-00651
241	FSIS-2023-00015
242	FSIS-2023-00026
243	FSIS-2023-00054
244	FSIS-2023-00104
245	FSIS-2023-00143
246	FSIS-2023-00170
247	FSIS-2023-00174
248	FSIS-2023-00198
249	FSIS-2023-00204
250	FSIS-2023-00213
251	FSIS-2023-00253
252	FSIS-2023-00276
253	FSIS-2023-00292

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<b>Fiscal Year 2024 USDA Employment Complaints Closed</b>	
<b>Row Number</b>	<b>Complaint Number</b>
254	FSIS-2023-00298
255	FSIS-2023-00326
256	FSIS-2023-00336
257	FSIS-2023-00360
258	FSIS-2023-00367
259	FSIS-2023-00369
260	FSIS-2023-00384
261	FSIS-2023-00418
262	FSIS-2023-00433
263	FSIS-2023-00455
264	FSIS-2023-00469
265	FSIS-2023-00564
266	FSIS-2023-00575
267	FSIS-2023-00581
268	FSIS-2023-00585
269	FSIS-2023-00657
270	FSIS-2023-00660
271	FSIS-2023-00680
272	FSIS-2023-00685
273	FSIS-2024-00044
274	FSIS-2024-00046
275	FSIS-2024-00082
276	FSIS-2024-00107
277	FSIS-2024-00112
278	FSIS-2024-00253
279	FSIS-2024-00373
280	FSIS-2024-00474
281	OCFO-2020-00439
282	OCFO-2022-00674
283	OCFO-2023-00133
284	OCFO-2023-00149
285	OCFO-2023-00546

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<b>Fiscal Year 2024 USDA Employment Complaints Closed</b>	
<b>Row Number</b>	<b>Complaint Number</b>
286	OCFO-2023-00557
287	OCFO-2024-00047
288	OCFO-2024-00594
289	OIG-2022-00278
290	OIG-2024-00240
291	RD-2021-00356
292	RD-2021-00439
293	RD-2021-00466
294	RD-2022-00222
295	RD-2022-00253
296	RD-2023-00155
297	RD-2023-00165
298	RD-2023-00229
299	RD-2023-00237
300	RD-2023-00315
301	RD-2023-00352
302	RD-2023-00415
303	RD-2023-00451
304	RD-2023-00453
305	RD-2023-00625
306	RD-2023-00631
307	RD-2023-00687
308	RD-2023-00704
309	RD-2024-00078