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

## **USDA** (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year D	ata	2017Thru03-31						
	2012	2013	2014	2015	2016	2017111ru05-31						
Number of Complaints Filed	548	544	481	513	530	292						
Number of Complainants	530	512	464	498	507	287						
Repeat Filers	14	26	13	15	19	5						

Complaints by Pagis			Com	parativ	ve Data	1
Complaints by Basis	Pr	evious	Fiscal \	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru03- 31
Race	222	213	243	206	222	123
Color	61	64	73	71	63	39
Religion	24	19	19	24	35	14
Reprisal	289	311	270	297	270	134
Sex	235	213	207	217	206	106
PDA	0	2	3	2	0	0

National Origin	65	59	74	70	47	27
<b>Equal Pay Act</b>	3	8	4	2	1	6
Age	182	201	183	184	182	111
Disability	144	150	130	167	157	87
Genetics	2	3	2	2	1	1
Non-EEO	55	42	55	59	39	27
			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru03- 31
Appointment/Hire	25	34	25	35	27	25
<b>Assignment of Duties</b>	100	119	117	119	92	43
Awards	24	24	9	19	9	10
Conversion to Full Time/Perm Status	1	2	1	0	0	0
Disciplinary Action						
Demotion	7	3	5	3	4	2
Reprimand	42	28	23	55	28	15
Suspension	40	30	27	52	26	13
Removal	10	13	7	9	6	8
Other	0	0	0	11	7	4
<b>Duty Hours</b>	16	11	11	23	20	9
Perf. Eval./ Appraisal	64	85	73	90	91	53
Examination/Test	4	1	1	1	1	1
Harassment						
Non-Sexual	310	275	264	305	282	164

Sexual	16	12	20	16	18	4
Medical Examination	5	2	4	8	1	2
Pay including overtime	14	29	39	41	21	19
Promotion/Non-Selection	119	123	111	160	149	78
Reassignment			-			
Denied	13	19	27	25	14	9
Directed	34	33	43	39	18	8
Reasonable Accommodation Disability	59	63	48	84	69	37
Reinstatement	2	0	0	1	2	0
Religious Accommodation	0	0	0	0	3	3
Retirement	3	2	1	1	4	3
Sex-Stereotyping	0	0	0	0	1	1
Telework	0	0	0	14	29	5
Termination	37	40	34	41	27	16
Terms/Conditions of Employment	91	176	146	167	102	55
Time and Attendance	59	50	32	79	59	22
Training	49	41	33	49	51	24
Other						
User Defined - Other 1	0	0	0	14	5	5
User Defined - Other 2	0	0	0	6	0	0
User Defined - Other 3	0	0	0	1	0	0
User Defined - Other 4	0	0	0	1	0	0

			(	Comp	ar	ative I	)ata	
<b>Processing Time</b>		Previo	us Fis	cal Y	ear	r Data		2017Thru03-
	2012	2013	20	14	2	2015	2016	31
Complaints pending duri	ing fiscal	year						
Average number of days in investigation	250.15	242.0	5 212	2.08	19	98.98	208.93	177.62
Average number of days in final action	224.60	165.9	4 169	9.31	1(	07.89	97.94	106.39
Complaint pending duri	ng fiscal	year w	here h	earii	ng v	was re	quested	
Average number of days in investigation	235.29	247.3	1 21'	7.23	20	03.04	212.88	181.91
Average number of days in final action	129.79	119.3	3 199	9.47	97.00		69.94	85.93
Complaint pending duri	ng fiscal	year w	here h	eariı	ng v	was no	t reque	sted
Average number of days in investigation	277.51	233.2	1 204	4.07	19	92.70	202.01	173.85
Average number of days in final action	271.66	187.1	9 134	4.58	11	15.19	124.03	113.60
	·		-	C	om	parat	ive Data	L
Complaints Dismissed Agency	d by	Pro	evious	Fisc	al Y	Year D	ata	2017Thru03-
8		2012	2013	20	14	2015	2016	31
Total Complaints Dismis Agency	sed by	43	67	64	4	57	57	42
Average days pending pr	rior to	140	83	18	88	88	97	73
Con	plaints <b>V</b>	Withdr	awn b	y Co	mp	olainar	nts	
Total Complaints Withd by Complainants	rawn	31	29	32	2	32	28	14

					(	Comp	para	tive l	Data	a		
Total Final Agency Actions Finding			Pr	eviou	s Fis	cal Y	'ear	Data	l		2017	Γhru03-
Discrimination		2012	2	2013	2	014	2	2015	2	016		31
	#	ŧ 0	⁄o   7	# 9/	, #	%	#	9%	#	%	#	%
<b>Total Number Finding</b>	s 1	7	1	9	24		1:	1	7		0	
Without Hearing	1	6 9	4 1	5 79	15	63	5	45	6	86	0	0
With Hearing	1		6 4	1 21	9	38	6	55	1	14	0	0
Findings of					C	omp	arat	ive D	ata			
Discrimination Rendered by Basis			Pre	vious		2017Thru03						
Note: Complaints can	20	)12	2	013	20	)14	2	015	2	016	2017	31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	17		19		24		8		7		0	
Race	6	35	2	11	6	25	1	13	3	43	0	0
Color	0	0	2	11	1	4	0	0	1	14	0	0
Religion	0	0	0	0	2	8	0	0	0	0	0	0
Reprisal	6	35	6	32	7	29	4	50	4	57	0	0
Sex	2	12	5	26	2	8	0	0	3	43	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	6	3	16	5	21	1	13	0	0	0	0
Equal Pay Act	0	0	0	0	1	4	0	0	0	0	0	0
Age	4	24	6	32	2	8	1	13	0	0	0	0
Disability	6	35	6	32	8	33	7	88	2	29	0	0
Genetics	0	0	0	10	0	0	0	0	0	0	0	0

Non-EEO	0	0	3	16	2	8	0	0	0	0	0	0
		1	1	<u>'</u>	ı				1	1	·	
Findings After Hearing	1		4		9		6		1		0	
Race	0	0	2	50	4	44	1	17	1	100	0	0
Color	0	0	2	50	1	11	0	0	0	0	0	0
Religion	0	0	0	0	2	22	0	0	0	0	0	0
Reprisal	1	100	0	0	4	44	3	50	1	100	0	0
Sex	0	0	1	25	2	22	0	0	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	2	22	1	17	0	0	0	0
Equal Pay Act	0	0	0	0	1	11	0	0	0	0	0	0
Age	0	0	3	75	1	11	1	17	0	0	0	0
Disability	0	0	1	25	0	0	5	83	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	2	50	1	11	0	0	0	0	0	0
					<u>'</u>				<u>'</u>	'		
Findings Without Hearing	16		15		15		2		6		0	
Race	6	38	0	0	2	13	0	0	2	33	0	0
Color	0	0	0	0	0	0	0	0	1	17	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	5	31	6	40	3	20	1	50	3	50	0	0
Sex	2	13	4	27	0	0	0	0	2	33	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	6	3	20	3	20	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	4	25	3	20	1	7	0	0	0	0	0	0
Disability	6	38	5	33	8	53	2	100	2	33	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	7	1	7	0	0	0	0	0	0
					C	omp	ara	tive D	ata			
Findings of		]	Prev	ious	Fisc	al Y	ear	Data			2017	Γhru03-
Discrimination Rendered by Issue	20	)12	20	13	20	14	2	015	2	016	-	31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	17		19		24		8		7		0	
Appointment/Hire	0	0	2	11	0	0	0	0	0	0	0	0
<b>Assignment of Duties</b>	2	12	0	0	3	13	0	0	1	14	0	0
Awards	0	0	0	0	1	4	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	1	4	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	13	2	29	0	0
Suspension	0	0	2	11	1	4	0	0	1	14	0	0
Removal	0	0	1	5	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
<b>Duty Hours</b>	0	0	0	0	0	0	0	0	1	14	0	0
Perf. Eval./ Appraisal	3	18	0	0	1	4	1	13	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment							•					
Non-Sexual	8	47	5	26	8	33	3	38	2	29	0	0
Sexual	1	6	1	5	0	0	0	0	0	0	0	0

Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	6	0	0	1	4	0	0	0	0	0	0
Promotion/Non- Selection	1	6	4	21	5	21	0	0	2	29	0	0
Reassignment		-						-			-	
Denied	1	6	0	0	0	0	0	0	0	0	0	0
Directed	1	6	1	5	2	8	0	0	0	0	0	0
Reasonable Accommodation Disability	4	24	3	16	5	21	4	50	1	14	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	6	3	16	6	25	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	11	3	13	0	0	2	29	0	0
Time and Attendance	3	18	2	11	0	0	1	13	0	0	0	0
Training	0	0	0	0	1	4	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0

User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		4		9		6		1		0	
Appointment/Hire	0	0	1	25	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	2	22	0	0	1	100	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	17	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	11	1	17	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		-						-		-		-
Non-Sexual	0	0	0	0	3	33	3	50	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	1	25	4	44	0	0	0	0	0	0

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	2	22	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	25	0	0	2	33	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	25	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define								-		-		
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	16		15		15		2		6		0	
Appointment/Hire	0	0	1	7	0	0	0	0	0	0	0	0
<b>Assignment of Duties</b>	2	13	0	0	1	7	0	0	0	0	0	0

Awards	0	0	0	0	1	7	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>					-							
Demotion	0	0	0	0	1	7	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	2	33	0	0
Suspension	0	0	2	13	1	7	0	0	1	17	0	0
Removal	0	0	1	7	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
<b>Duty Hours</b>	0	0	0	0	0	0	0	0	1	17	0	0
Perf. Eval./ Appraisal	3	19	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	8	50	5	33	5	33	0	0	2	33	0	0
Sexual	1	6	1	7	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	6	0	0	1	7	0	0	0	0	0	0
Promotion/Non- Selection	1	6	3	20	1	7	0	0	2	33	0	0
Reassignment												
Denied	1	6	0	0	0	0	0	0	0	0	0	0
Directed	1	6	1	7	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	4	25	2	13	5	33	2	100	1	17	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	6	2	13	6	40	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	13	3	20	0	0	2	33	0	0
Time and Attendance	2	13	2	13	0	0	1	50	0	0	0	0
Training	0	0	0	0	1	7	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
				<u>'</u>		(	Com	para	tive	Data	1	
Pending Complaints Filed in Previous Fiscal Years by Status				Previous Fiscal Year Data 2017Thru0								
			2012		2013	3 20	)14	2015	5 2	2016	31	
Total complaints from previous Fiscal Years			883		956	9:	38	473		472	659	
Total Complainants			798		885	4	82	436		446	601	
Number complaints pe	ndin	ıg							-			
Investigation			37		28	3	35	20		18	29	
ROI issued, pending Complainant's action			5		1	3		1		2	15	
Complainant's acti		Hearing				_		i i	Ť		534	
<del>_</del>			34	42	399	5	20	415		401	5	34

Appeal with EEOC Office of Federal Operations	10	11	61	104	116	157				
	Comparative Data									
Complaint Investigations	Pro	evious	2017Thru03-							
	2012	2013	2014	2015	2016	31				
Pending Complaints Where Investigations Exceed Required Time Frames	88	85	190	19	10	9				