

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

## USDA (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
<b>Number of Complaints Filed</b>	548	544	481	513	530	292
<b>Number of Complainants</b>	530	512	464	498	507	287
<b>Repeat Filers</b>	14	26	13	15	19	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
<b>Race</b>	222	213	243	206	222	123
<b>Color</b>	61	64	73	71	63	39
<b>Religion</b>	24	19	19	24	35	14
<b>Reprisal</b>	289	311	270	297	270	134
<b>Sex</b>	235	213	207	217	206	106
<b>PDA</b>	0	2	3	2	0	0

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

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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	250.15	242.05	212.08	198.98	208.93	177.62
Average number of days in final action	224.60	165.94	169.31	107.89	97.94	106.39
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	235.29	247.31	217.23	203.04	212.88	181.91
Average number of days in final action	129.79	119.33	199.47	97.00	69.94	85.93
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	277.51	233.21	204.07	192.70	202.01	173.85
Average number of days in final action	271.66	187.19	134.58	115.19	124.03	113.60
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	43	67	64	57	57	42
Average days pending prior to dismissal	140	83	188	88	97	73
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	31	29	32	32	28	14





<b>Age</b>	4	25	3	20	1	7	0	0	0	0	0	0
<b>Disability</b>	6	38	5	33	8	53	2	100	2	33	0	0
<b>Genetics</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Non-EEO</b>	0	0	1	7	1	7	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru03-31</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	17		19		24		8		7		0	
<b>Appointment/Hire</b>	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
<b>Awards</b>	0	0	0	0	1	4	0	0	0	0	0	0
<b>Conversion to Full Time/Perm Status</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
<b>Demotion</b>	0	0	0	0	1	4	0	0	0	0	0	0
<b>Reprimand</b>	0	0	0	0	0	0	1	13	2	29	0	0
<b>Suspension</b>	0	0	2	11	1	4	0	0	1	14	0	0
<b>Removal</b>	0	0	1	5	0	0	0	0	0	0	0	0
<b>Other</b>	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
<b>Perf. Eval./ Appraisal</b>	3	18	0	0	1	4	1	13	0	0	0	0
<b>Examination/Test</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
<b>Non-Sexual</b>	8	47	5	26	8	33	3	38	2	29	0	0
<b>Sexual</b>	1	6	1	5	0	0	0	0	0	0	0	0





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

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



<b>Retirement</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Sex-Stereotyping</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Telework</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Termination</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>13</b>	<b>6</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Terms/Conditions of Employment</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>13</b>	<b>3</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>33</b>	<b>0</b>	<b>0</b>
<b>Time and Attendance</b>	<b>2</b>	<b>13</b>	<b>2</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>50</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Training</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other - User Define</b>												
<b>User Defined - Other 1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>User Defined - Other 2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>User Defined - Other 3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>User Defined - Other 4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2017Thru03-31</b>						
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
<b>Total complaints from previous Fiscal Years</b>	<b>883</b>	<b>956</b>	<b>938</b>	<b>473</b>	<b>472</b>	<b>659</b>						
<b>Total Complainants</b>	<b>798</b>	<b>885</b>	<b>482</b>	<b>436</b>	<b>446</b>	<b>601</b>						
<b>Number complaints pending</b>												
<b>Investigation</b>	<b>37</b>	<b>28</b>	<b>35</b>	<b>20</b>	<b>18</b>	<b>29</b>						
<b>ROI issued, pending Complainant's action</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>15</b>						
<b>Hearing</b>	<b>342</b>	<b>399</b>	<b>520</b>	<b>415</b>	<b>401</b>	<b>534</b>						
<b>Final Agency Action</b>	<b>80</b>	<b>68</b>	<b>50</b>	<b>39</b>	<b>47</b>	<b>59</b>						

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