

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

USDA (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	513	530	561	522	436	436
Number of Complainants	498	507	531	497	414	414
Repeat Filers	15	19	24	21	18	18
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	206	222	243	216	195	195
Color	71	63	75	85	93	93
Religion	24	35	35	28	35	35
Reprisal	297	270	312	315	256	256
Sex	217	206	216	229	171	171
PDA	2	0	2	2	2	2

National Origin	70	47	67	68	58	58
Equal Pay Act	2	1	8	13	7	7
Age	184	182	208	155	157	157
Disability	167	157	185	195	170	170
Genetics	2	1	1	0	3	3
Non-EEO	59	39	55	40	37	37
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	35	27	40	24	17	17
Assignment of Duties	119	92	87	83	72	72
Awards	19	9	18	14	8	8
Conversion to Full Time/Perm Status	0	0	3	1	0	0
Disciplinary Action						
Demotion	3	4	4	3	1	1
Reprimand	55	28	45	43	39	39
Suspension	52	26	36	37	33	33
Removal	9	6	17	21	32	32
Other	11	7	4	3	3	3
Duty Hours	23	20	18	8	15	15
Perf. Eval./ Appraisal	90	91	94	98	89	89
Examination/Test	1	1	2	1	1	1
Harassment						
Non-Sexual	305	282	343	351	239	239

Sexual	16	18	13	24	6	6
Medical Examination	8	1	4	0	3	3
Pay including overtime	41	21	30	11	13	13
Promotion/Non-Selection	160	149	124	71	100	100
Reassignment						
Denied	25	14	17	21	17	17
Directed	39	18	20	26	39	39
Reasonable Accommodation Disability	84	69	84	94	74	74
Reinstatement	1	2	0	0	3	3
Religious Accommodation	0	3	4	1	1	1
Retirement	1	4	5	4	11	11
Sex-Stereotyping	0	1	1	1	0	0
Telework	14	29	25	31	20	20
Termination	41	27	36	35	25	25
Terms/Conditions of Employment	167	102	146	135	136	136
Time and Attendance	79	59	67	77	68	68
Training	49	51	40	45	30	30
Other						
User Defined - Other 1	14	5	2	0	1	1
User Defined - Other 2	6	0	1	0	0	0
User Defined - Other 3	1	0	0	0	0	0
User Defined - Other 4	1	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	198.98	208.93	159.35	173.22	199.95	199.95
Average number of days in final action	107.89	97.94	165.64	36.78	41.00	41.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	203.04	212.88	163.69	172.58	208.32	208.32
Average number of days in final action	97.00	69.94	108.76	20.90	29.65	29.65
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	192.70	202.01	152.87	173.78	189.03	189.03
Average number of days in final action	115.19	124.03	205.66	50.90	55.94	55.94
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	57	57	82	84	51	51
Average days pending prior to dismissal	88	97	66	20	66	66
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	32	28	37	28	32	32

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	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	33	1	50	0	0	0	0	0	0
Time and Attendance	1	50	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2020Thru12-31						
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	473	472	464	453	461	461						
Total Complainants	436	446	421	410	406	406						
Number complaints pending												
Investigation	20	18	16	17	18	18						
ROI issued, pending Complainant's action	1	2	0	0	1	1						
Hearing	415	401	427	426	419	419						
Final Agency Action	39	47	25	24	33	33						
Appeal with EEOC Office of Federal Operations	104	116	192	231	274	274						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	19	10	8	21	17	17