

EQUAL OPPORTUNITY DATA REQUIRED TO BE POSTED BY THE NO FEAR ACT
Equal Employment Opportunity Formal Discrimination Complaints
U. S. DEPARTMENT OF AGRICULTURE (Fiscal Year 2002)
Reporting Period Beginning: **10/1/01** and Ending: **09/30/02** Posting Date: **7/29/05**
Agency: **All USDA**

1. The number of complaints filed: 728		2. Number of Filers (The number of individuals filing those complaints): 676		3. Number of Repeat Filers (The number of individuals who filed 2 or more complaints): 43	
4. Number of BASES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various bases of alleged discrimination.)					
BASIS		Number	BASIS		Number
a. RACE	Black	148	e. NATIONAL ORIGIN	Hispanic	27
	White	62		Other	45
	American Indian & Alaskan Native	13	f. DISABILITY	Physical	86
	Asian & Pacific Islander	21		Mental	30
	Other	29		Both	6
b. COLOR		33	g. AGE		198
c. RELIGION		33	h. RETALIATION		342
d. SEX (including Equal Pay Act)	Male	123	i. NON-EEOC REPORTABLE BASES		34
	Female	135			
Total					1365
5. Number of ISSUES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various issues of alleged discrimination.)					
ISSUES		Number	ISSUES		Number
a. APPOINTMENT/HIRE		23	j. TRAINING		24
b. ASSIGNMENT OF DUTIES		77	k. TIME & ATTENDANCE		27
c. AWARDS		14	l. TERMINATION		54
d. CONVERSION TO FULL-TIME			m. MEDICAL EXAMINATION		4
e. DISCIPLINARY ACTION		72	n. PAY, INCLUDING OVERTIME		69
Demotion		(5)	o. PROMOTION/NON-SELECTION		212
Reprimand		(14)	p. HARASSMENT		201
Suspension		(11)	Sexual		(39)
Removal		(1)	Non-Sexual		(162)
Miscellaneous		(41)	q. REINSTATEMENT		1
f. DUTY HOURS		18	r. RETIREMENT		2
g. EVALUATION/APPRAISAL		56	s. TERMS/CONDITIONS OF EMPLOYMENT		63
h. EXAMINATION/TEST			t. REASONABLE ACCOMODATION		21
i. REASSIGNMENT		44	u. OTHER		134
Total					1116
6. Average Length of Time to Complete Each Stage of the Complaint Process:			Number of Complaints	Average Number of Processing Days	
a. INVESTIGATION			753	406	
b. FINAL AGENCY ACTION-WITH EEOC HEARING			110	770	
c. FINAL AGENCY ACTION-WITHOUT EEOC HEARING			58	1,306	
d. DISMISSALS			123	580	
e. SETTLEMENT AGREEMENTS			234	741	
f. WITHDRAWALS			63	567	
7. Final Agency Actions Involving a Finding of Discrimination.			Number of Complaints with a Finding of Discrimination	Percent of Complaints with a Finding of Discrimination	
a. Without an EEOC Administrative Hearing			5	56%	
b. With an EEOC Administrative Hearing			4	44%	
Totals			9	100%	

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8. Final Agency Actions With a Finding of Discrimination by Basis.		Number of Bases with an EEOC Hearing	Percent of Bases with an EEOC Hearing	Number of Bases without an EEOC Hearing	Percent of Bases without an EEOC Hearing	Total Number of Bases	Total Percent of Bases
Race	Black			2	33.2%	2	18.2%
	White			1	16.7%	1	9.1%
	American Indian & Alaskan Native						
	Asian & Pacific Islander						
	Unidentified						
Color							
Religion							
Sex (Including Equal Pay Act)	Male	1	20%	1	16.7%	2	18.2%
	Female	1	20%			1	9.1%
National Origin	Hispanic						
	Other						
Age		1	20%	1	16.7%	2	18.2%
Disability	Physical						
	Mental						
	Both						
Retaliation		2	40%	1	16.7%	3	27.2%
Non-EEOC Reportable Complaints							
Total		5	100%	6	100%	11	100%

9. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years (The total number of complaints pending for any length of time.)

	(1 + 2) Total number of pending complaints	(1) Total number of complaints filed in the current fiscal year	(2) Total number of complaints first filed before the start of the current fiscal year	Number of individuals who filed complaints in prior fiscal years
a. Acceptance/Dismissal	292	277	15	17
b. Investigation	406	223	183	194
c. Hearing	518	48	470	344
d. Final Agency Action	589	25	564	444
e. Appeal	249	32	217	180
f. Totals	2,054	605	1,449	1,179
g. Number of complaints in abeyance pending resolution of class complaints: 307				

10. Final Agency Actions with a Finding of Discrimination by Issues.	Number of Issues With an EEOC Hearing	Percent of Issues With an EEOC Hearing	Number of Issues Without an EEOC Hearing	Percent of Issues Without an EEOC Hearing
Appointment/Hire				
Assignment of Duties				
Awards	1	6.7%	1	7.7%
Conversion to Full-Time				

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Disciplinary Action	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Miscellaneous	1	6.7%	1	7.7%
Duty Hours					
Evaluation Appraisal		1	6.7%	1	7.7%
Examination/Test					
Harassment	Sexual	1	6.7%	1	7.7%
	Non-sexual	3	19.9%	2	15.4%
Medical Examination					
Pay, Including Overtime		1	6.7%	1	7.7%
Promotion/Non-Selection		2	13.3%	3	23.0%
Reassignment	Denied				
	Directed				
Reasonable Accommodation					
Reinstatement					
Retirement					
Terms/Conditions of Employment		3	19.9%	1	7.7%
Termination		1	6.7%	1	7.7%
Training					
Time & Attendance		1	6.7%	1	7.7%
Other					
Totals		15	100%	13	100%
11. The total number of complaints pending for any length of time in which the agency has not completed its investigation within the time required by 1614.106(e)(2).					
a. Pending complaints received during the current fiscal year: 128					
b. Pending complaints received prior to the current fiscal year: 198					