

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

USDA

For 4th Quarter 2007 for period ending September 30, 2007

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Number of Complaints Filed				650	529	540
Number of Complainants				549	483	482
Repeat Filers				59	37	33
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	
Race				242	205	185
Color				68	45	43
Religion				31	28	21
Reprisal				347	261	258
Sex				240	181	176

National Origin				96	78	41
Equal Pay Act				22	15	8
Age				221	173	180
Disability				112	97	103
Non-EEO				3	14	24
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	
Appointment/Hire				35	29	32
Assignment of Duties				74	58	58
Awards				13	16	10
Conversion to Full-time				0	0	0
Disciplinary Action						
Demotion				8	4	4
Reprimand				21	14	14
Suspension				38	18	20
Removal				9	5	9
Other				12	6	14
Duty Hours				7	6	7
Evaluation Appraisal				54	47	37
Examination/Test				1	1	2
Harassment						
Non-Sexual				242	202	195
Sexual				17	15	20

Medical Examination				0	0	0
Pay (Including Overtime)				6	6	5
Promotion/Non-Selection				205	150	139
Reassignment						
Denied				9	2	6
Directed				27	21	35
Reasonable Accommodation				27	22	40
Reinstatement				2	0	1
Retirement				6	11	5
Termination				41	46	37
Terms/Conditions of Employment				77	40	42
Time and Attendance				30	31	40
Training				36	18	19
Other				76	90	70
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Complaints pending during fiscal year						
Average number of days in investigation				257.54	216.49	292.62
Average number of days in final action				483.52	328.84	439.17
Complaint pending during fiscal year where hearing was						

requested												
Average number of days in investigation					277.78	216.52	198.59					
Average number of days in final action					74.06	48.34	115.69					
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation					251.90	216.49	298.14					
Average number of days in final action					540.62	620.64	618.37					
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2007Thru09-30	
	2002	2003	2004	2005	2006							
Total Complaints Dismissed by Agency					131	81	73					
Average days pending prior to dismissal					750	683	685					
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants					61	54	25					
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2007Thru09-30	
	2002	2003	2004	2005	2006							
	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings							8		15		6	
Without Hearing							6	75	6	40	3	50
With Hearing							2	25	9	60	3	50
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2007Thru09-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2002		2003		2004		2005		2006			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							9		15		6	
Race							2	22	2	13	1	17
Color							0	0	0	0	0	0
Religion							0	0	0	0	0	0
Reprisal							6	67	11	73	2	33
Sex							4	44	4	27	3	50
National Origin							0	0	0	0	2	33
Equal Pay Act							0	0	0	0	0	0
Age							1	11	1	7	0	0
Disability							3	33	0	0	2	33
Non-EEO							0	0	0	0	0	0
Findings After Hearing							2		9		3	

Race							0	0	2	22	1	33
Color							0	0	0	0	0	0
Religion							0	0	0	0	0	0
Reprisal							2	100	6	67	0	0
Sex							1	50	3	33	2	67
National Origin							0	0	0	0	1	33
Equal Pay Act							0	0	0	0	0	0
Age							0	0	1	11	0	0
Disability							0	0	0	0	0	0
Non-EEO							0	0	0	0	0	0
Findings Without Hearing							7		6		3	
Race							2	29	0	0	0	0
Color							0	0	0	0	0	0
Religion							0	0	0	0	0	0
Reprisal							4	57	5	83	2	67
Sex							3	43	1	17	1	33
National Origin							0	0	0	0	1	33
Equal Pay Act							0	0	0	0	0	0
Age							1	14	0	0	0	0
Disability							3	43	0	0	2	67
Non-EEO							0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data									2007Thru09-		

	2002		2003		2004		2005		2006			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							9		15		6	
Appointment/Hire							0	0	0	0	0	0
Assignment of Duties							1	11	0	0	1	17
Awards							1	11	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Demotion							0	0	0	0	0	0
Reprimand							0	0	0	0	0	0
Suspension							0	0	0	0	2	33
Removal							0	0	0	0	0	0
Other							0	0	1	7	0	0
Duty Hours							1	11	0	0	0	0
Evaluation Appraisal							1	11	0	0	0	0
Examination/Test							0	0	0	0	0	0
Harassment												
Non-Sexual							4	44	5	33	2	33
Sexual							0	0	1	7	0	0
Medical Examination							0	0	0	0	0	0
Pay (Including Overtime)							0	0	1	7	0	0
Promotion/Non-Selection							1	11	5	33	2	33

Reassignment												
Denied							0	0	1	7	0	0
Directed							0	0	1	7	0	0
Reasonable Accommodation							2	22	0	0	1	17
Reinstatement							0	0	0	0	0	0
Retirement							0	0	1	7	0	0
Termination							1	11	0	0	0	0
Terms/Conditions of Employment							1	11	1	7	1	17
Time and Attendance							1	11	1	7	1	17
Training							0	0	0	0	0	0
Other - User Defined							2	22	2	13	0	0
Findings After Hearing							2		9		3	
Appointment/Hire							0	0	0	0	0	0
Assignment of Duties							0	0	0	0	0	0
Awards							0	0	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Demotion							0	0	0	0	0	0
Reprimand							0	0	0	0	0	0
Suspension							0	0	0	0	1	33
Removal							0	0	0	0	0	0

Other						0	0	1	11	0	0
Duty Hours						0	0	0	0	0	0
Evaluation Appraisal						0	0	0	0	0	0
Examination/Test						0	0	0	0	0	0
Harassment											
Non-Sexual						1	50	2	22	2	67
Sexual						0	0	0	0	0	0
Medical Examination						0	0	0	0	0	0
Pay (Including Overtime)						0	0	1	11	0	0
Promotion/Non-Selection						1	50	5	56	1	33
Reassignment											
Denied						0	0	1	11	0	0
Directed						0	0	0	0	0	0
Reasonable Accommodation						0	0	0	0	0	0
Reinstatement						0	0	0	0	0	0
Retirement						0	0	1	11	0	0
Termination						0	0	0	0	0	0
Terms/Conditions of Employment						0	0	0	0	0	0
Time and Attendance						0	0	1	11	0	0
Training						0	0	0	0	0	0
Other - User Defined						0	0	0	0	0	0

Findings Without Hearing						7		6		3	
Appointment/Hire						0	0	0	0	0	0
Assignment of Duties						1	14	0	0	1	33
Awards						1	14	0	0	0	0
Conversion to Full-time						0	0	0	0	0	0
Disciplinary Action											
Demotion						0	0	0	0	0	0
Reprimand						0	0	0	0	0	0
Suspension						0	0	0	0	1	33
Removal						0	0	0	0	0	0
Other						0	0	0	0	0	0
Duty Hours						1	14	0	0	0	0
Evaluation Appraisal						1	14	0	0	0	0
Examination/Test						0	0	0	0	0	0
Harassment											
Non-Sexual						3	43	3	50	0	0
Sexual						0	0	1	17	0	0
Medical Examination						0	0	0	0	0	0
Pay (Including Overtime)						0	0	0	0	0	0
Promotion/Non-Selection						0	0	0	0	1	33
Reassignment											
Denied						0	0	0	0	0	0

Directed						0	0	1	17	0	0
Reasonable Accommodation						2	29	0	0	1	33
Reinstatement						0	0	0	0	0	0
Retirement						0	0	0	0	0	0
Termination						1	14	0	0	0	0
Terms/Conditions of Employment						1	14	1	17	1	33
Time and Attendance						1	14	0	0	1	33
Training						0	0	0	0	0	0
Other - User Defined						2	29	2	33	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data										
	Previous Fiscal Year Data					2007Thru09-30					
	2002	2003	2004	2005	2006						
Total complaints from previous Fiscal Years				1344	1375	1328					
Total Complainants				607	650	678					
Number complaints pending											
Investigation				29	53	67					
ROI issued, pending Complainant's action				1	2	7					
Hearing				310	297	322					
Final Agency Action				434	483	447					
Appeal with EEOC Office of Federal Operations				0	13	20					
Complaint	Comparative Data										

	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Pending Complaints Where Investigations Exceed Required Time Frames				72	82	127