

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

USDA (and below)

First Quarter 2018 for period ending December 31, 2017

	Comparative Data					
	Previous Fiscal Year (FY) Data					
Complaint Activity	2013	2014	2015	2016	2017	FY 2018 1st Quarter 10/1/2017 thru 12/31/2017
Number of Complaints Filed	546	484	513	531	561	127
Number of Complainants	512	465	498	508	531	125
Repeat Filers	28	17	15	19	24	2

	Previous Fiscal Year Data					
Complaints by Basis	2013	2014	2015	2016	2017	1st Quarter 2018
Race	213	246	205	222	243	52
Color	67	78	71	63	75	23
Religion	20	20	24	35	35	9

Reprisal	316	291	296	273	313	84
Sex	216	214	217	206	217	55
PDA	2	3	2	0	2	0
National Origin	58	76	70	47	67	18
Equal Pay Act	8	4	2	1	8	2
Age	201	186	184	185	208	35
Disability	154	133	167	157	185	48
Genetics	3	2	2	0	1	0
Non-EEO	45	54	58	39	55	10

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

	Previous Fiscal Year Data					1 st Quarter 2018
Complaints by Issue	2013	2014	2015	2016	2017	
Appointment/Hire	36	24	36	28	40	1
Assignment of Duties	124	132	119	92	87	22
Awards	24	11	19	8	17	2
Conversion to Full Time/Perm Status	2	1	0	0	3	0
Disciplinary Action						
Demotion	2	5	3	4	4	1
Reprimand	30	34	56	27	45	9
Suspension	30	32	52	26	36	7
Removal	13	7	9	6	17	4
Other	16	29	9	7	4	2
Duty Hours	12	15	23	20	18	2
Performance Evaluation/Appraisal	88	86	90	92	96	33
Examination/Test	1	2	1	1	2	0

Harassment						
Non-Sexual	277	271	303	285	343	92
Sexual	13	19	16	18	13	5
Medical Examination	2	6	8	1	4	0
Pay including overtime	31	45	41	22	30	4
Promotion/Non-Selection	126	117	160	149	124	19
Reassignment						
Denied	20	26	25	14	17	7
Directed	35	49	39	18	20	4
Reasonable Accommodation Disability	63	54	84	68	84	17
Reinstatement	0	0	1	2	0	0
Religious Accommodation	0	0	0	3	4	0
Retirement	2	1	1	3	6	0
Sex-Stereotyping	0	0	0	1	1	1
Telework	0	0	14	29	25	7
Termination	40	41	41	27	36	9
Terms/Conditions of Employment	182	172	167	103	146	21
Time and Attendance	52	42	79	60	67	17
Training	42	39	49	54	40	14
Other						
User Defined - Other 1	27	20	13	5	2	0
User Defined - Other 2	3	7	6	0	1	0
User Defined - Other 3	0	4	1	0	0	0
User Defined - Other 4	0	3	1	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

	Previous Fiscal Year Data					
Processing Time	2013	2014	2015	2016	2017	1st Quarter 2018
Complaints pending during fiscal year						
Average number of days in investigation	244.06	211.93	198.99	209.13	159.47	179.13
Average number of days in final action						
	152.16	163.62	106.45	97.53	164.9	48.25
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	250.99	216.57	203.06	213.18	163.57	189.45
Average number of days in final action	131.97	191.36	94.69	69.31	107.38	28.17
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	233.18	205.1	192.7	202.08	153.33	172.63
Average number of days in final action	162.75	132.35	114.36	124.03	206.56	58.51

Complaints Dismissed by Agency	Previous Fiscal Year Data					1st Quarter 2018
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	80	64	57	54	84	24
Average days pending prior to	114	188	104	111	64	24
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	31	34	35	28	37	4

Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data										1 ST Quarter	
	2013		2014		2015		2016		2017			
Without Hearing	16	80	12	60	5	45	6	86	3	60		
With Hearing	4	20	8	40	6	55	1	14	2	40	0	0
Total Number Findings	20	100%	20	100%	11	100%	7	100%	5	100%	1	100%

Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data										1 ST Quarter	
	2013		2014		2015		2016		2017			
Race	2	11	4	21	1	13	3	43	3	75		
Color	2	11	1	5	0	0	1	14	0	0	0	0
Religion	0	0	2	11	0	0	0	0	0	0	0	0
Reprisal	6	33	6	32	4	50	4	57	1	25	0	0
Sex	5	28	1	5	0	0	3	43	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	2	11	3	16	1	13	0	0	0	0	0	0
Equal Pay Act	0	0	1	5	0	0	0	0	0	0	0	0
Age	5	28	1	5	1	13	0	0	1	25	0	0
Disability	6	33	7	37	7	88	2	29	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	3	17	2	11	0	0	0	0	0	0	0	0
Total Number Findings	18		19		8		7		4		0	

Findings After Hearing	4		8		6		1		2		0	
Race	2	50	3	38	1	17	1	100	2	100	0	0
Color	2	50	1	13	0	0	0	0	0	0	0	0
Religion	0	0	2	25	0	0	0	0	0	0	0	0
Reprisal	0	0	4	50	3	50	1	100	0	0	0	0
Sex	1	25	1	13	0	0	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	2	25	1	17	0	0	0	0	0	0
Equal Pay Act	0	0	1	13	0	0	0	0	0	0	0	0
Age	3	75	0	0	1	17	0	0	1	50	0	0
Disability	1	25	0	0	5	83	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	2	50	1	13	0	0	0	0	0	0	0	0

Findings Without Hearing	14		11		2		6		2		0	
Race	0	0	1	9	0	0	2	33	1	50	0	0
Color	0	0	0	0	0	0	1	17	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	43	2	18	1	50	3	50	1	50	0	0
Sex	4	29	0	0	0	0	2	33	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	2	14	1	9	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	14	1	9	0	0	0	0	0	0	0	0
Disability	5	36	7	64	2	100	2	33	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	7	1	9	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										1 st Quarter 2018	
	2013		2014			2015		2016	2017			
Total Number Findings	18		19		8		7		4		0	
Appointment/Hire	2	1	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	3	16	0	0	1	14	2	50	0	0
Awards	0	0	2	11	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	1	5	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	1	13	2	29	0	0	0	0
Suspension	2	1	0	0	0	0	1	14	0	0	0	0
Removal	1	6	0	0	0	0	0	0	0	0	0	0
Other	0	0	1	5	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	14	0	0	0	0
Performance Evaluation/ Appraisal	0	0	0	0	1	13	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	5	2	7	37	3	38	2	29	0	0	0	0
Sexual	1	6	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	1	5	0	0	0	0	0	0	0	0
Promotion/Non- Selection												
	4	2	2	11	0	0	2	29	3	75	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	6	2	11	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	3	1 7	5	26	4	50	1	14	0	0	0	0
Reinstatement	0	0	1	5	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	3	1	4	21	0	0	0	0	1	25	0	0
Terms/Conditions of Employment	2	1 1	3	16	0	0	2	29	1	25	0	0
Time and Attendance	2	1	0	0	1	13	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	1	6	2	11	0	0	0	0	0	0	0	0
User Defined - Other 2	1	6	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	4	8	6	1	2	0						
Appointment/Hire	1	2	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	2	25	0	0	1	100	1	50	0	0
Awards	0	0	1	13	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	1	17	0	0	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
Performance Evaluation/Appraisal												
	0	0	0	0	1	17	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	3	38	3	50	0	0	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												
	1	2	2	25	0	0	0	0	1	50	0	0
		5										
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	2	25	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability												
	1	2	0	0	2	33	0	0	0	0	0	0
		5										

Reinstatement	0	0	1	13	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	2	0	0	0	0	0	0	1	50	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	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	2	25	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												
	14		11		2		6		2		0	
Appointment/Hire	1	7	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	9	0	0	0	0	1	50	0	0
Awards	0	0	1	9	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	1	9	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	2	33	0	0	0	0
Suspension	2	1	0	0	0	0	1	17	0	0	0	0
Removal	1	7	0	0	0	0	0	0	0	0	0	0
Other	0	0	1	9	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	17	0	0	0	0
Performance	0	0	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	5	3	4	36	0	0	2	33	0	0	0	0
Sexual	1	7	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	1	9	0	0	0	0	0	0	0	0
Promotion/Non- Selection												
	3	2 1	0	0	0	0	2	33	2	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	7	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability												
	2	1 4	5	45	2	100	1	17	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	2	1	4	36	0	0	0	0	0	0	0	0

Terms/Conditions of	2	1	3	27	0	0	2	33	1	50	0	0
Time and Attendance	2	1	0	0	1	50	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	1	7	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	1	7	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	Previous Fiscal Year Data										1st Quarter 2018	
	2013	2014	2015	2016	2017							
Total complaints from previous	478	467	439	442	444	727						
Total Complainants	439	420	403	417	401	646						
Number complaints pending												
Investigation	31	21	19	15	15	97						
ROI issued, pending	1	3	1	2	0	25						
Hearing	340	381	381	376	419	580						
Final Agency Action	106	65	50	58	25	36						
Appeal with EEOC Office of Federal Operations	75	102	122	143	198	206						
	Previous Fiscal Year Data										1st Quarter 2018	
Complaint Investigations	2013	2014	2015	2016	2017							
Pending Complaints Where Investigations Exceed Required Time Frames	47	23	16	8	13	15						