

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

USDA (and below)

For 1st Quarter 2015 for period ending December 31, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	479	536	551	547	485	136
Number of Complainants	466	520	533	512	465	136
Repeat Filers	8	12	13	28	17	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Race	175	231	225	214	246	51
Color	23	39	61	67	77	20
Religion	15	23	25	20	20	5
Reprisal	197	267	290	316	290	68
Sex	166	221	237	216	214	55
PDA	0	0	0	2	3	0

National Origin	50	61	65	59	76	18
Equal Pay Act	2	4	3	8	4	1
Age	167	202	184	202	186	49
Disability	102	114	144	154	133	31
Genetics	0	2	2	3	2	0
Non-EEO	45	46	55	45	54	15
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	22	42	25	37	24	7
Assignment of Duties	55	73	102	124	131	21
Awards	11	22	24	24	11	3
Conversion to Full-time	1	0	1	2	1	0
Disciplinary Action						
Demotion	5	3	7	2	5	1
Reprimand	15	29	43	29	28	9
Suspension	28	22	40	30	31	9
Removal	6	5	10	13	7	3
Other	10	15	28	18	35	4
Duty Hours	5	5	16	12	14	5
Evaluation Appraisal	63	76	63	88	86	19
Examination/Test	1	1	4	1	1	0
Harassment						
Non-Sexual	187	238	312	277	271	80

Sexual	13	25	16	13	19	3
Medical Examination	1	2	4	2	6	1
Pay (Including Overtime)	10	15	14	31	45	10
Promotion/Non-Selection	109	143	119	126	117	42
Reassignment						
Denied	5	9	14	20	26	4
Directed	21	22	34	35	47	5
Reasonable Accommodation	35	41	58	63	54	13
Reinstatement	3	0	2	0	0	0
Retirement	1	6	3	2	1	1
Termination	35	41	37	40	39	8
Terms/Conditions of Employment	39	56	90	181	169	27
Time and Attendance	25	34	59	52	42	14
Training	24	38	50	41	38	6
Other	61	78	60	27	25	15
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	333.45	307.79	267.44	242.91	211.90	190.56
Average number of days in final action	364.38	165.22	188.26	146.99	165.28	123.81
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	282.33	272.33	240.32	249.57	216.57	209.90
Average number of days in final action	395.31	109.87	122.74	136.62	193.97	108.22

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	386.62	355.38	305.86	233.18	204.60	172.00						
Average number of days in final action	324.57	212.13	234.82	153.99	133.35	143.86						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	66	78	59	78	64	10						
Average days pending prior to dismissal	376	174	372	111	188	98						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	35	32	33	29	32	5						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	9		5		2		5		10		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	9	100	5	100	2	100	5	100	10	100	1	100

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010		2011		2012		2013		2014		#	%
#	%	#	%	#	%	#	%	#	%			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	23		30		19		19		21		1	
Race	3	13	2	7	8	42	2	11	5	24	0	0
Color	0	0	0	0	1	5	2	11	1	5	0	0
Religion	0	0	0	0	0	0	0	0	2	10	0	0
Reprisal	12	52	9	30	6	32	6	32	7	33	1	100
Sex	4	17	6	20	3	16	5	26	1	5	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	4	0	0	1	5	3	16	3	14	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	1	5	0	0
Age	7	30	11	37	5	26	6	32	2	10	0	0
Disability	4	17	10	33	7	37	6	32	8	38	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	4	0	0	1	5	3	16	2	10	0	0
Findings After Hearing	7		3		2		4		8		1	
Race	2	29	0	0	1	50	2	50	4	50	0	0
Color	0	0	0	0	1	50	2	50	1	13	0	0
Religion	0	0	0	0	0	0	0	0	2	25	0	0
Reprisal	4	57	2	67	1	50	0	0	4	50	1	100

Sex	2	29	1	33	1	50	1	25	1	13	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	14	0	0	0	0	0	0	2	25	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	1	13	0	0
Age	3	43	0	0	1	50	3	75	1	13	0	0
Disability	1	14	1	33	0	0	1	25	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	50	2	50	1	13	0	0
Findings Without Hearing	16		27		17		15		13		0	
Race	1	6	2	7	7	41	0	0	1	8	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	8	50	7	26	5	29	6	40	3	23	0	0
Sex	2	13	5	19	2	12	4	27	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	6	3	20	1	8	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	4	25	11	41	4	24	3	20	1	8	0	0
Disability	3	19	9	33	7	41	5	33	8	62	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	6	0	0	0	0	1	7	1	8	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010		2011		2012		2013		2014		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	23		30		19		19		21		1	
Appointment/Hire	0	0	0	0	0	0	2	11	0	0	0	0
Assignment of Duties	3	13	4	13	2	11	0	0	3	14	0	0
Awards	0	0	0	0	0	0	0	0	1	5	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	5	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	4	2	7	0	0	2	11	0	0	0	0
Removal	1	4	0	0	0	0	1	5	0	0	0	0
Other	0	0	0	0	1	5	0	0	1	5	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	4	3	10	3	16	0	0	1	5	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	11	48	16	53	10	53	5	26	7	33	1	100
Sexual	0	0	0	0	1	5	1	5	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	3	1	5	0	0	1	5	0	0
Promotion/Non-Selection	4	17	6	20	2	11	4	21	3	14	0	0

Evaluation Appraisal	1	14	0	0	0	0	0	0	1	13	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	43	1	33	1	50	0	0	3	38	1	100
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	2	29	0	0	1	50	1	25	3	38	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	2	25	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	25	0	0	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	14	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	25	0	0	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	1	50	0	0	0	0	1	100
Training	1	14	0	0	0	0	0	0	0	0	0	0
Other - User Defined	1	14	0	0	0	0	0	0	1	13	0	0
Findings Without Hearing	16		27		17		15		13		0	
Appointment/Hire	0	0	0	0	0	0	1	7	0	0	0	0
Assignment of Duties	1	6	2	7	2	12	0	0	1	8	0	0

Awards	0	0	0	0	0	0	0	0	1	8	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	8	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	6	2	7	0	0	2	13	0	0	0	0
Removal	1	6	0	0	0	0	1	7	0	0	0	0
Other	0	0	0	0	1	6	0	0	1	8	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	3	11	3	18	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	8	50	15	56	9	53	5	33	4	31	0	0
Sexual	0	0	0	0	1	6	1	7	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	4	1	6	0	0	1	8	0	0
Promotion/Non-Selection	2	13	6	22	1	6	3	20	0	0	0	0
Reassignment												
Denied	0	0	2	7	1	6	0	0	0	0	0	0
Directed	1	6	6	22	1	6	1	7	0	0	0	0
Reasonable Accommodation	2	13	4	15	5	29	2	13	5	38	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	1	4	0	0	0	0	0	0	0	0
Termination	0	0	2	7	1	6	2	13	5	38	0	0

Terms/Conditions of Employment	0	0	2	7	0	0	2	13	3	23	0	0
Time and Attendance	1	6	2	7	2	12	2	13	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	8	0	0
Other - User Defined	2	13	0	0	2	12	2	13	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	439	466	487	517	525							817
Total Complainants	321	397	445	475	474							736
Number complaints pending												
Investigation	84	64	46	41	32							143
ROI issued, pending Complainant's action	11	12	5	1	3							27
Hearing	228	271	316	359	434							554
Final Agency Action	102	106	112	117	60							87
Appeal with EEOC Office of Federal Operations	32	35	36	47	61							63
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
Pending Complaints Where Investigations Exceed Required Time Frames	169	118	77	57	33							36