

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

## USDA (and below)

For 2nd Quarter 2016 for period ending March 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	534	548	544	481	0	298
Number of Complainants	518	530	512	464	0	289
Repeat Filers	12	14	26	13	0	7
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	2016Thru03-31
Race	231	222	213	243	0	123
Color	39	61	64	73	0	33
Religion	23	24	19	19	0	13
Reprisal	266	289	311	270	0	153
Sex	220	235	213	207	0	111
PDA	0	0	2	3	0	1
National Origin	61	65	59	74	0	19

Equal Pay Act	4	3	8	4	0	3
Age	201	182	201	183	0	94
Disability	114	144	150	130	0	87
Genetics	1	2	3	2	0	1
Non-EEO	46	55	42	55	0	24
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Appointment/Hire	42	25	34	25	0	12
Assignment of Duties	73	100	119	117	0	52
Awards	22	24	24	9	0	5
Conversion to Full Time/Perm Status	0	1	2	1	0	0
<b>Disciplinary Action</b>						
Demotion	3	7	3	5	0	4
Reprimand	29	42	28	23	0	13
Suspension	23	40	30	27	0	10
Removal	5	10	13	7	0	3
Other	0	0	0	0	11	12
Duty Hours	5	16	11	11	0	7
Perf. Eval./ Appraisal	76	64	85	73	0	59
Examination/Test	1	4	1	1	0	0
<b>Harassment</b>						
Non-Sexual	237	310	275	264	0	143
Sexual	25	16	12	20	0	15
Medical Examination	2	5	2	4	0	1
Pay including overtime	15	14	29	39	0	14

Promotion/Non-Selection	143	119	123	111	0	89
<b>Reassignment</b>						
Denied	9	13	19	27	0	7
Directed	22	34	33	43	0	7
Reasonable Accommodation Disability	41	59	63	48	0	31
Reinstatement	0	2	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	6	3	2	1	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	11
Termination	41	37	40	34	0	14
Terms/Conditions of Employment	56	91	176	146	0	50
Time and Attendance	34	59	50	32	0	30
Training	37	49	41	33	0	25
<b>Other</b>						
User Defined - Other 1	0	0	0	0	0	11
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Complaints pending during fiscal year						
Average number of days in investigation	0	0	0	0	199.11	178.84
Average number of days in final action	0	0	0	0	105.90	81.38
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	289.61	235.29	247.31	217.23	203.44	175.77						
Average number of days in final action	93.15	129.79	119.33	199.47	95.48	68.46						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	309.25	277.51	233.21	204.07	192.53	183.76						
Average number of days in final action	294.30	271.66	187.19	134.58	112.82	97.35						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total Complaints Dismissed by Agency	65	43	67	64	57						22	
Average days pending prior to dismissal	111	140	83	188	88						93	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	32	31	29	32	29						12	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	30		17		19		24		8		2	
Without Hearing	27	90	16	94	15	79	15	63	3	38	0	0
With Hearing	3	10	1	6	4	21	9	38	5	63	2	100

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru03-31	
	2011		2012		2013		2014		2015			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	<b>Total Number Findings</b>	30		17		19		24		5		1
Race	2	7	6	35	2	11	6	25	1	20	1	100
Color	0	0	0	0	2	11	1	4	0	0	0	0
Religion	0	0	0	0	0	0	2	8	0	0	0	0
Reprisal	9	30	6	35	6	32	7	29	2	40	1	100
Sex	5	17	2	12	5	26	2	8	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	6	3	16	5	21	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	1	4	0	0	0	0
Age	11	37	4	24	6	32	2	8	1	20	0	0
Disability	10	33	6	35	6	32	8	33	4	80	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	3	16	2	8	0	0	0	0
<b>Findings After Hearing</b>	3		1		4		9		5		1	
Race	0	0	0	0	2	50	4	44	1	20	1	100
Color	0	0	0	0	2	50	1	11	0	0	0	0
Religion	0	0	0	0	0	0	2	22	0	0	0	0
Reprisal	2	67	1	100	0	0	4	44	2	40	1	100
Sex	0	0	0	0	1	25	2	22	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	22	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	1	11	0	0	0	0

Age	0	0	0	0	3	75	1	11	1	20	0	0
Disability	1	33	0	0	1	25	0	0	4	80	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	2	50	1	11	0	0	0	0
<b>Findings Without Hearing</b>	27		16		15		15		0		0	
Race	2	7	6	38	0	0	2	13	0	0	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	7	26	5	31	6	40	3	20	0	0	0	0
Sex	5	19	2	13	4	27	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	6	3	20	3	20	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	11	41	4	25	3	20	1	7	0	0	0	0
Disability	9	33	6	38	5	33	8	53	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	7	1	7	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
	<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	30		17		19		24		0		1	
Appointment/Hire	0	0	0	0	2	11	0	0	0	0	0	0
Assignment of Duties	4	13	2	12	0	0	3	13	0	0	1	100
Awards	0	0	0	0	0	0	1	4	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	1	4	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	2	7	0	0	2	11	1	4	0	0	0	0
Removal	0	0	0	0	1	5	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
Perf. Eval./ Appraisal	3	10	3	18	0	0	1	4	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	16	53	8	47	5	26	8	33	0	0	0	0
Sexual	0	0	1	6	1	5	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	3	1	6	0	0	1	4	0	0	0	0
Promotion/Non-Selection	6	20	1	6	4	21	5	21	0	0	0	0
Reassignment												
Denied	2	7	1	6	0	0	0	0	0	0	0	0
Directed	6	20	1	6	1	5	2	8	0	0	0	0
Reasonable Accommodation Disability	4	13	4	24	3	16	5	21	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	1	3	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	7	1	6	3	16	6	25	0	0	0	0
Terms/Conditions of Employment	2	7	0	0	2	11	3	13	0	0	0	0
Time and Attendance	2	7	3	18	2	11	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	4	0	0	0	0



Directed	0	0	0	0	0	0	2	22	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	25	0	0	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	0	0	0	0	1	25	0	0	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	1	100	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
<b>Findings Without Hearing</b>	27		16		15		15		0		0	
Appointment/Hire	0	0	0	0	1	7	0	0	0	0	0	0
Assignment of Duties	2	7	2	13	0	0	1	7	0	0	0	0
Awards	0	0	0	0	0	0	1	7	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	1	7	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	2	7	0	0	2	13	1	7	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	832	883	956	938	507							680
Total Complainants	703	798	885	482	463							637
<b>Number complaints pending</b>												
Investigation	50	37	28	35	31							103
ROI issued, pending Complainant's action	12	5	1	3	1							4
Hearing	288	342	399	520	0							0
Final Agency Action	76	80	68	50	40							48
Appeal with EEOC Office of Federal Operations	8	10	11	61	39							44
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	114	88	85	190	30							72