

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

USDA (and below)

For 1st Quarter 2014 for period ending December 31, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
Number of Complaints Filed	527	478	534	549	545	101
Number of Complainants	394	466	518	531	513	101
Repeat Filers	21	7	12	14	26	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	2014Thru12-31
Race	181	174	231	223	214	33
Color	44	23	39	61	66	9
Religion	13	16	23	24	20	3
Reprisal	248	197	266	289	313	37
Sex	178	166	220	236	216	26
PDA	0	0	0	0	2	0

National Origin	61	51	61	65	59	7
Equal Pay Act	3	2	4	3	8	1
Age	168	167	201	183	203	34
Disability	91	101	114	144	150	19
Genetics	0	0	1	2	3	0
Non-EEO	33	44	46	55	44	7
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	20	22	42	25	35	7
Assignment of Duties	80	55	73	101	122	12
Awards	21	11	22	24	24	1
Conversion to Full-time	0	1	0	1	2	0
Disciplinary Action						
Demotion	4	5	3	7	2	1
Reprimand	25	15	29	43	29	2
Suspension	23	28	23	40	30	3
Removal	7	6	5	10	13	0
Other	11	10	16	28	18	1
Duty Hours	9	5	5	16	12	1
Evaluation Appraisal	66	63	76	64	86	8
Examination/Test	2	1	1	4	1	0
Harassment						
Non-Sexual	237	188	237	311	275	34

Sexual	15	13	25	16	13	3
Medical Examination	0	1	2	5	2	0
Pay (Including Overtime)	5	10	15	14	30	6
Promotion/Non-Selection	117	109	143	119	124	17
Reassignment						
Denied	10	5	9	14	20	1
Directed	35	21	22	34	34	5
Reasonable Accommodation	28	35	41	59	64	8
Reinstatement	1	3	0	2	0	2
Retirement	6	1	6	3	2	1
Termination	35	34	41	37	40	3
Terms/Conditions of Employment	49	38	56	91	179	19
Time and Attendance	31	25	34	59	51	4
Training	35	24	37	50	42	3
Other	57	61	78	60	27	5
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	160.67	328.36	296.79	250.15	241.32	238.84
Average number of days in final action	677.81	358.84	216.50	223.51	165.58	146.40
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	20.60	280.86	289.61	235.29	246.37	258.98
Average number of days in final action	176.76	325.38	93.15	127.93	119.33	93.62

Total Number Findings	15		22		30		17		19		1	
Race	4	27	3	14	2	7	6	35	2	11	1	100
Color	0	0	0	0	0	0	0	0	2	11	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	4	27	11	50	9	30	6	35	6	32	1	100
Sex	6	40	4	18	5	17	2	12	5	26	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	7	1	5	0	0	1	6	3	16	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	7	47	8	36	11	37	4	24	6	32	1	100
Disability	2	13	4	18	10	33	6	35	6	32	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	5	0	0	0	0	3	16	0	0
Findings After Hearing	2		5		3		1		4		1	
Race	1	50	2	40	0	0	0	0	2	50	1	100
Color	0	0	0	0	0	0	0	0	2	50	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	3	60	2	67	1	100	0	0	1	100
Sex	1	50	2	40	0	0	0	0	1	25	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	3	60	0	0	0	0	3	75	1	100
Disability	0	0	1	20	1	33	0	0	1	25	0	0

time												
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	7	1	5	2	7	0	0	2	11	0	0
Removal	0	0	1	5	0	0	0	0	1	5	0	0
Other	0	0	0	0	0	0	1	6	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	7	0	0	3	10	3	18	0	0	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	7	10	45	16	53	8	47	5	26	0	0
Sexual	0	0	0	0	0	0	1	6	1	5	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	7	0	0	1	3	1	6	0	0	0	0
Promotion/Non-Selection	10	67	4	18	6	20	1	6	4	21	1	100
Reassignment												
Denied	0	0	0	0	2	7	1	6	0	0	0	0
Directed	1	7	1	5	6	20	1	6	1	5	0	0
Reasonable Accommodation	0	0	2	9	4	13	4	24	3	16	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	1	5	1	3	0	0	0	0	0	0
Termination	1	7	1	5	2	7	1	6	3	16	0	0
Terms/Conditions of Employment	1	7	0	0	2	7	0	0	2	11	0	0

Time and Attendance	0	0	1	5	2	7	3	18	2	11	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	2	9	0	0	1	6	2	11	0	0
Findings After Hearing	2		5		3		1		4		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	25	0	0
Assignment of Duties	0	0	0	0	2	67	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0
Reprimand	0	0	0	0	0	0	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	40	1	33	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	50	2	40	0	0	0	0	1	25	1	100

Evaluation Appraisal	1	8	0	0	3	11	3	19	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	8	8	47	15	56	8	50	5	33	0	0
Sexual	0	0	0	0	0	0	1	6	1	7	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	8	0	0	1	4	1	6	0	0	0	0
Promotion/Non-Selection	9	69	2	12	6	22	1	6	3	20	0	0
Reassignment												
Denied	0	0	0	0	2	7	1	6	0	0	0	0
Directed	0	0	1	6	6	22	1	6	1	7	0	0
Reasonable Accommodation	0	0	2	12	4	15	4	25	2	13	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	1	4	0	0	0	0	0	0
Termination	1	8	1	6	2	7	1	6	2	13	0	0
Terms/Conditions of Employment	1	8	0	0	2	7	0	0	2	13	0	0
Time and Attendance	0	0	1	6	2	7	2	13	2	13	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	2	12	0	0	1	6	2	13	0	0
Pending Complaints Filed in Previous Fiscal Years by Status				Comparative Data								
				Previous Fiscal Year Data					2014Thru12-31			
				2009	2010	2011	2012	2013				
Total complaints from previous Fiscal Years				1218	929	832	883	956	954			

Total Complainants	932	690	703	798	885	868
Number complaints pending						
Investigation	89	77	50	38	30	189
ROI issued, pending Complainant's action	1	7	12	5	1	23
Hearing	300	228	287	341	397	519
Final Agency Action	109	85	76	80	69	75
Appeal with EEOC Office of Federal Operations	24	8	8	10	11	13
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	171	154	115	89	86	102