

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

## USDA (and below)

For 3rd Quarter 2014 for period ending June 30, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	527	479	536	551	546	349
Number of Complainants	394	466	520	533	512	342
Repeat Filers	21	8	12	13	27	6
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
	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	2014Thru06-30
Race	181	175	231	225	213	174
Color	44	23	39	61	66	57
Religion	13	15	23	25	20	14
Reprisal	248	197	267	290	315	204
Sex	178	166	221	237	215	151
PDA	0	0	0	0	2	3

National Origin	61	50	61	65	59	50
Equal Pay Act	3	2	4	3	8	3
Age	168	167	202	184	202	135
Disability	91	102	114	144	153	85
Genetics	0	0	2	2	3	2
Non-EEO	33	45	46	55	45	36
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Appointment/Hire	20	22	42	25	37	22
Assignment of Duties	80	55	73	102	123	85
Awards	21	11	22	24	24	7
Conversion to Full-time	0	1	0	1	2	1
<b>Disciplinary Action</b>						
Demotion	4	5	3	7	2	5
Reprimand	25	15	29	43	29	16
Suspension	23	28	22	40	30	20
Removal	7	6	5	10	13	8
Other	11	10	15	28	18	20
Duty Hours	9	5	5	16	12	6
Evaluation Appraisal	66	63	76	63	87	66
Examination/Test	2	1	1	4	1	0
<b>Harassment</b>						
Non-Sexual	237	187	238	312	276	184

Sexual	15	13	25	16	13	17
Medical Examination	0	1	2	4	2	2
Pay (Including Overtime)	5	10	15	14	30	32
Promotion/Non-Selection	117	109	143	119	126	78
<b>Reassignment</b>						
Denied	10	5	9	14	20	14
Directed	35	21	22	34	35	38
Reasonable Accommodation	28	35	41	58	63	28
Reinstatement	1	3	0	2	0	0
Retirement	6	1	6	3	2	1
Termination	35	35	41	37	40	25
Terms/Conditions of Employment	49	39	56	90	180	115
Time and Attendance	31	25	34	59	52	22
Training	35	24	38	50	41	19
Other	57	61	78	60	27	12
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014Thru06-30</b>
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Complaints pending during fiscal year						
Average number of days in investigation	160.67	333.76	307.79	266.89	243.03	218.40
Average number of days in final action	677.81	361.15	166.21	195.47	145.40	179.41
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	20.60	282.33	272.33	240.32	249.69	228.36
Average number of days in final action	176.76	391.80	113.55	137.33	134.16	223.26

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	256.26	387.61	355.38	304.74	233.30	202.46						
Average number of days in final action	825.73	321.85	210.10	237.54	152.65	108.76						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014Thru06-30</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Total Complaints Dismissed by Agency	39	54	67	45	72	48						
Average days pending prior to dismissal	248	273	122	100	99	86						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	24	34	32	32	29	24						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014Thru06-30</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</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	15		9		5		1		5		3	
Without Hearing	13	87	0	0	0	0	0	0	0	0	0	0
With Hearing	2	13	9	100	5	100	1	100	5	100	3	100

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014Thru06-30	
	2009		2010		2011		2012		2013			
<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>	15		23		30		18		19		4	
Race	4	27	3	13	2	7	8	44	2	11	1	25
Color	0	0	0	0	0	0	1	6	2	11	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	4	27	12	52	9	30	6	33	6	32	2	50
Sex	6	40	4	17	6	20	2	11	5	26	1	25
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	7	1	4	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	7	30	11	37	5	28	6	32	1	25
Disability	2	13	4	17	10	33	7	39	6	32	2	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	4	0	0	1	6	3	16	0	0
<b>Findings After Hearing</b>	2		16		27		17		15		2	
Race	1	50	1	6	2	7	7	41	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	1	50	8	50	7	26	5	29	6	40	1	50

Sex	1	50	2	13	5	19	2	12	4	27	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	6	3	20	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	4	25	11	41	4	24	3	20	0	0
Disability	0	0	3	19	9	33	7	41	5	33	2	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	6	0	0	0	0	1	7	0	0
<b>Findings Without Hearing</b>	8		16		27		17		15		2	
Race	3	38	1	6	2	7	7	41	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	0	0	8	50	7	26	5	29	6	40	1	50
Sex	2	25	2	13	5	19	2	12	4	27	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	13	0	0	0	0	1	6	3	20	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	6	75	4	25	11	41	4	24	3	20	0	0
Disability	2	25	3	19	9	33	7	41	5	33	2	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	6	0	0	0	0	1	7	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014Thru06-30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	15		23		30		18		19		4	
Appointment/Hire	0	0	0	0	0	0	0	0	2	11	0	0
Assignment of Duties	0	0	3	13	4	13	2	11	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	1	7	1	4	2	7	0	0	2	11	0	0
Removal	0	0	1	4	0	0	0	0	1	5	0	0
Other	0	0	0	0	0	0	1	6	0	0	1	25
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	7	1	4	3	10	3	17	0	0	1	25
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	7	11	48	16	53	10	56	5	26	1	25
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	17	6	20	1	6	4	21	2	50



Evaluation Appraisal	0	0	1	14	0	0	0	0	0	0	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	3	43	1	33	1	100	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	29	0	0	0	0	1	25	2	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	50	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	25	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	1	14	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	25	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	1	100	0	0	0	0
Training	0	0	1	14	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	14	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	13		16		27		17		15		2	
Appointment/Hire	0	0	0	0	0	0	0	0	1	7	0	0
Assignment of Duties	0	0	1	6	2	7	2	12	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	1	8	1	6	2	7	0	0	2	13	0	0
Removal	0	0	1	6	0	0	0	0	1	7	0	0
Other	0	0	0	0	0	0	1	6	0	0	1	50
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	8	0	0	3	11	3	18	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	8	8	50	15	56	9	53	5	33	1	50
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	13	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	13	4	15	5	29	2	13	1	50
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	0	0	2	7	1	6	2	13	1	50

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	12	2	13	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	2	13	0	0	2	12	2	13	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2014Thru06-30</b>						
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Total complaints from previous Fiscal Years	1218	443	473	501	538	687						
Total Complainants	932	324	403	458	495	622						
<b>Number complaints pending</b>												
Investigation	89	85	63	46	41	42						
ROI issued, pending Complainant's action	1	11	12	5	1	1						
Hearing	300	231	278	330	387	533						
Final Agency Action	109	100	103	109	105	97						
Appeal with EEOC Office of Federal Operations	24	32	35	36	47	60						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2014Thru06-30</b>						
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	171	174	120	82	63	44						