

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

USDA (and below)

For 4th Quarter 2014 for period ending September 30, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	527	478	534	548	544	481
Number of Complainants	394	466	518	530	512	465
Repeat Filers	21	7	12	14	26	17
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	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	2014Thru09-30
Race	181	174	231	222	213	243
Color	44	23	39	61	64	73
Religion	13	16	23	24	19	19
Reprisal	248	197	266	289	311	270
Sex	178	166	220	235	213	207
PDA	0	0	0	0	2	3

National Origin	61	51	61	65	59	74
Equal Pay Act	3	2	4	3	8	4
Age	168	167	201	182	201	183
Disability	91	101	114	144	150	130
Genetics	0	0	1	2	3	2
Non-EEO	33	44	46	55	42	55
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
<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	34	25
Assignment of Duties	80	55	73	100	119	117
Awards	21	11	22	24	24	9
Conversion to Full-time	0	1	0	1	2	1
Disciplinary Action						
Demotion	4	5	3	7	3	5
Reprimand	25	15	29	42	28	23
Suspension	23	28	23	40	30	27
Removal	7	6	5	10	13	7
Other	11	10	16	28	17	31
Duty Hours	9	5	5	16	11	11
Evaluation Appraisal	66	63	76	64	85	73
Examination/Test	2	1	1	4	1	1
Harassment						
Non-Sexual	237	188	237	310	275	264

Sexual	15	13	25	16	12	20
Medical Examination	0	1	2	5	2	4
Pay (Including Overtime)	5	10	15	14	29	39
Promotion/Non-Selection	117	109	143	119	123	111
Reassignment						
Denied	10	5	9	13	19	27
Directed	35	21	22	34	33	43
Reasonable Accommodation	28	35	41	59	63	48
Reinstatement	1	3	0	2	0	0
Retirement	6	1	6	3	2	1
Termination	35	34	41	37	40	34
Terms/Conditions of Employment	49	38	56	91	176	146
Time and Attendance	31	25	34	59	50	32
Training	35	24	37	49	41	33
Other	57	61	78	60	26	23
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	160.67	328.36	296.79	250.15	242.05	212.08
Average number of days in final action	677.81	358.84	216.50	224.60	165.94	169.31
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	20.60	280.86	289.61	235.29	247.31	217.23
Average number of days in final action	176.76	325.38	93.15	129.79	119.33	199.47

Total Number Findings	15		22		30		17		19		24	
Race	4	27	3	14	2	7	6	35	2	11	6	25
Color	0	0	0	0	0	0	0	0	2	11	1	4
Religion	0	0	0	0	0	0	0	0	0	0	2	8
Reprisal	4	27	11	50	9	30	6	35	6	32	7	29
Sex	6	40	4	18	5	17	2	12	5	26	2	8
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	5	21
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	4
Age	7	47	8	36	11	37	4	24	6	32	2	8
Disability	2	13	4	18	10	33	6	35	6	32	8	33
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	2	8
Findings After Hearing	2		5		3		1		4		9	
Race	1	50	2	40	0	0	0	0	2	50	4	44
Color	0	0	0	0	0	0	0	0	2	50	1	11
Religion	0	0	0	0	0	0	0	0	0	0	2	22
Reprisal	1	50	3	60	2	67	1	100	0	0	4	44
Sex	1	50	2	40	0	0	0	0	1	25	2	22
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	2	22
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	11
Age	0	0	3	60	0	0	0	0	3	75	1	11
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	1	4
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	7	1	5	2	7	0	0	2	11	1	4
Removal	0	0	1	5	0	0	0	0	1	5	0	0
Other	0	0	0	0	0	0	1	6	0	0	1	4
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	4
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	8	33
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	1	4
Promotion/Non-Selection	10	67	4	18	6	20	1	6	4	21	5	21
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	2	8
Reasonable Accommodation	0	0	2	9	4	13	4	24	3	16	5	21
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	6	25
Terms/Conditions of Employment	1	7	0	0	2	7	0	0	2	11	3	13

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	1	4
Other - User Defined	0	0	2	9	0	0	1	6	2	11	1	4
Findings After Hearing	2		5		3		1		4		9	
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	2	22
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	11
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	3	33
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	4	44

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	5	33
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	1	7
Promotion/Non-Selection	9	69	2	12	6	22	1	6	3	20	1	7
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	5	33
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	6	40
Terms/Conditions of Employment	1	8	0	0	2	7	0	0	2	13	3	20
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	1	7
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					2014Thru09-30			
				2009	2010	2011	2012	2013				
Total complaints from previous Fiscal Years				1218	929	832	883	956	938			

Total Complainants	932	690	703	798	885	482
Number complaints pending						
Investigation	89	77	50	37	28	35
ROI issued, pending Complainant's action	1	7	12	5	1	3
Hearing	300	228	288	342	399	520
Final Agency Action	109	85	76	80	68	50
Appeal with EEOC Office of Federal Operations	24	8	8	10	11	61
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	171	154	114	88	85	190