

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

## USDA (and below)

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	536	551	546	484	511	146
Number of Complainants	518	530	512	464	496	146
Repeat Filers	12	14	26	13	15	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<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	
Race	232	225	214	246	206	62
Color	39	61	67	78	71	10
Religion	23	25	20	20	24	3
Reprisal	268	290	316	291	295	69
Sex	221	236	216	214	216	53
PDA	0	0	2	3	1	0

National Origin	61	65	59	76	70	9
Equal Pay Act	4	3	8	4	2	0
Age	202	184	201	186	184	49
Disability	114	144	154	133	165	41
Genetics	2	2	3	2	2	0
Non-EEO	46	55	45	54	59	13
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru12-31</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	36	24	34	9
Assignment of Duties	73	102	124	132	119	21
Awards	22	24	24	11	19	3
Conversion to Full-time	0	1	2	1	0	0
<b>Disciplinary Action</b>						
Demotion	3	7	2	5	3	1
Reprimand	29	43	30	33	55	9
Suspension	22	40	30	32	52	6
Removal	5	10	13	8	9	1
Other	15	28	17	30	11	8
Duty Hours	5	16	12	15	22	2
Evaluation Appraisal	76	63	88	86	89	12
Examination/Test	1	4	1	2	1	0
<b>Harassment</b>						
Non-Sexual	239	312	277	271	303	72

Sexual	25	16	13	19	16	4
Medical Examination	2	4	2	6	8	1
Pay (Including Overtime)	15	14	31	45	41	5
Promotion/Non-Selection	144	119	126	117	161	42
<b>Reassignment</b>						
Denied	9	14	20	26	25	3
Directed	22	34	35	49	39	4
Reasonable Accommodation	41	58	63	54	83	13
Reinstatement	0	2	0	0	1	0
Retirement	6	3	2	1	1	1
Termination	41	37	40	41	41	10
Terms/Conditions of Employment	56	90	181	172	166	11
Time and Attendance	34	59	52	42	79	17
Training	38	50	42	39	49	10
Other	77	58	27	23	29	8
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru12-31</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	307.96	267.44	243.77	212.11	198.87	174.25
Average number of days in final action	166.48	186.55	145.62	164.99	106.70	98.67
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	272.77	240.40	250.99	216.57	203.48	171.83
Average number of days in final action	111.58	118.46	135.51	194.33	96.48	93.03





Non-EEO	0	0	1	50	2	50	1	13	0	0	0	0
<b>Findings Without Hearing</b>	27		16		15		12		0		0	
Race	2	7	6	38	0	0	1	8	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	2	17	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	1	8	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	11	41	3	19	3	20	1	8	0	0	0	0
Disability	9	33	7	44	5	33	8	67	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	8	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru12-31</b>	
	<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	30		18		19		20		5		0	
Appointment/Hire	0	0	0	0	2	11	0	0	0	0	0	0
Assignment of Duties	4	13	2	11	0	0	3	15	0	0	0	0
Awards	0	0	0	0	0	0	2	10	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												



Other - User Defined	0	0	1	6	2	11	2	10	0	0	0	0
<b>Findings After Hearing</b>	3		2		4		8		5		0	
Appointment/Hire	0	0	0	0	1	25	0	0	0	0	0	0
Assignment of Duties	2	67	0	0	0	0	2	25	0	0	0	0
Awards	0	0	0	0	0	0	1	13	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	20	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	1	20	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	1	33	1	50	0	0	3	38	2	40	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	0	0	1	50	1	25	2	25	0	0	0	0
<b>Reassignment</b>												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	2	25	0	0	0	0

Reasonable Accommodation	0	0	0	0	1	25	0	0	2	40	0	0
Reinstatement	0	0	0	0	0	0	1	13	0	0	0	0
Retirement	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	50	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	2	25	0	0	0	0
<b>Findings Without Hearing</b>	27		16		15		12		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	8	0	0	0	0
Awards	0	0	0	0	0	0	1	8	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	1	8	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	2	7	0	0	2	13	0	0	0	0	0	0
Removal	0	0	0	0	1	7	0	0	0	0	0	0
Other	0	0	1	6	0	0	1	8	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	3	11	3	19	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

Non-Sexual	15	56	9	56	5	33	4	33	0	0	0	0
Sexual	0	0	1	6	1	7	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	4	1	6	0	0	1	8	0	0	0	0
Promotion/Non-Selection	6	22	1	6	3	20	0	0	0	0	0	0
Reassignment												
Denied	2	7	1	6	0	0	0	0	0	0	0	0
Directed	6	22	1	6	1	7	0	0	0	0	0	0
Reasonable Accommodation	4	15	5	31	2	13	5	42	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	4	0	0	0	0	0	0	0	0	0	0
Termination	2	7	1	6	2	13	5	42	0	0	0	0
Terms/Conditions of Employment	2	7	0	0	2	13	3	25	0	0	0	0
Time and Attendance	2	7	2	13	2	13	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	6	2	13	0	0	0	0	0	0
<b>Comparative Data</b>												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Previous Fiscal Year Data</b>					<b>2016Thru12-31</b>						
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	470	488	512	509	519	814						
Total Complainants	398	443	467	457	477	756						
<b>Number complaints pending</b>												
Investigation			67	49	42	33	32	128				

ROI issued, pending Complainant's action	12	5	1	3	1	16
Hearing	278	320	365	414	443	572
Final Agency Action	98	105	104	63	43	68
Appeal with EEOC Office of Federal Operations	14	19	23	38	38	41
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru12-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	122	81	59	35	31	29