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

USDA (and below)

For 4th Quarter 2013 for period ending September 30, 2013

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2013Thru09-30
	2008	2009	2010	2011	2012	2015111ru09-30
Number of Complaints Filed	549	527	478	534	546	540
Number of Complainants	417	394	466	518	529	510
Repeat Filers	50	21	7	12	12	24

Complaints by Dasis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru09- 30
Race	223	181	173	231	221	205
Color	43	44	23	39	60	64
Religion	22	13	16	23	24	18
Reprisal	282	248	196	265	289	295
Sex	198	178	165	220	234	208
PDA	0	0	0	0	0	2

National Origin	50	61	51	61	65	58
	<u> </u>				<u> </u>	
Equal Pay Act	8	3	2	4	3	8
Age	172	168	166	201	182	194
Disability	99	91	101	114	144	146
Genetics	0	0	0	1	2	3
Non-EEO	38	33	43	46	55	40
			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru09- 30
Appointment/Hire	30	20	22	42	24	31
Assignment of Duties	58	80	55	72	100	112
Awards	29	21	11	22	24	25
Conversion to Full-time	0	0	1	0	1	2
Disciplinary Action						
Demotion	3	4	5	3	7	3
Reprimand	16	25	15	29	42	27
Suspension	27	23	28	23	40	29
Removal	8	7	6	5	10	10
Other	6	11	10	16	28	14
Duty Hours	9	9	5	5	16	11
Evaluation Appraisal	77	66	63	76	64	80
Examination/Test	2	2	1	1	4	0
Harassment						
Non-Sexual	241	237	188	237	309	263

Sexual		15	15	1	3	25	16	11
Medical Examination		0	0		1	2	4	2
Pay (Including Overtime)		10	5	1	0	15	14	25
Promotion/Non-Selection		139	117	10	07	144	. 119	114
Reassignment								
Denied		4	10	4	5	9	13	20
Directed		22	35	2	21	22	34	33
Reasonable Accommodation	on	36	28	3	5	41	59	60
Reinstatement		1	1	3	3	0	2	0
Retirement		4	6	-	1	6	3	2
Termination		16	35	3	34	41	37	38
Terms/Conditions of Empl	oyment	51	49	3	8	56	90	156
Time and Attendance		41	31	2	25	34	59	48
Training		40	35	2	.4	37	49	39
Other		51	57	6	51	78	60	33
			Co	mp	ara	tive l	Data	
Processing Time		Previou	s Fisca	l Y	ear	Data		2013Thru09-
	2008	2009	201	0	20	11	2012	30
Complaints pending during	g fiscal ye	ear		-				
Average number of days in investigation	234.76	160.67	328.3	36	296	5.79	249.99	241.58
Average number of days in final action	736.90	677.81	358.8	84	216	5.50	225.71	199.07
Complaint pending during	fiscal year	ar where	hearin	ıg w	as r	eque	sted	
Average number of days in investigation	233.11	20.60	280.8	86	289	9.61	235.88	249.74
Average number of days in final action	213.93	176.76	325	38	93	.15	131.73	162.16

sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Note: Complaints can be filed alleging multiple bases.The	200	N8	200	19	201	LU	20	11	20	12			
Rendered by Basis	Previous Fiscal Year Data 2013Thru09												
Findings of Discrimination					C	omp	ara	tive D	ata				
With Hearing	6	60	2	13	5	23	3	10	1	6	4	21	
Without Hearing	4	40	13	87	17	77	27	90	16	94	15	79	
Total Number Findings	10		15		22		30		17		19		
3-3-2- <u>2-</u>	#	%	#	%	#	%	#	%	#	%	#	%	
Total Final Agency Actions Finding Discrimination	20	008		vious	Fiso		ear	Data 011		012	-	hru09- 30	
Complainants			3	1	24		3 para	32 tive I		80	29)	
Total Complaints Withda		nplaints Withdrawn by Complainants											
Average days pending pridismissal			28		248		74	111		31	84	4	
Total Complaints Dismis Agency	sed l	by	5	4	39	5	3	65	4	13	6:	5	
Agency			20		2009		10	2011	_)12	2013TI 30		
Complaints Dismiss	ed b	y		Prev	vious			parat Zear l					
Average number of days in final action	91	14.71	82	25.73	39	7.92		94.30		.66	215	5.67	
Average number of days in investigation	235.92 256.26 392.43 309.25 276.27							5.27	229	0.49			
Complaint pending during	g fis	cal ye	ear v	vhere	hea	ring	was	not re	ques	sted			

Total Number Findings	8		15		22		30		17		19	
Race	0	0	4	27	3	14	2	7	6	35	2	11
Color	0	0	0	0	0	0	0	0	0	0	2	11
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	75	4	27	11	50	9	30	6	35	6	32
Sex	2	25	6	40	4	18	5	17	2	12	5	26
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	7	1	5	0	0	1	6	3	16
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	38	7	47	8	36	11	37	4	24	6	32
Disability	0	0	2	13	4	18	10	33	6	35	6	32
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	5	0	0	0	0	3	16
	,											
Findings After Hearing	4		2		5		3		1		4	
Race	0	0	1	50	2	40	0	0	0	0	2	50
Color	0	0	0	0	0	0	0	0	0	0	2	50
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	50	1	50	3	60	2	67	1	100	0	0
Sex	1	25	1	50	2	40	0	0	0	0	1	25
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	3	75	0	0	3	60	0	0	0	0	3	75
Disability	0	0	0	0	1	20	1	33	0	0	1	25

Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	2	50
1,00. 220											_	
Findings Without Hearing	4		8		17		27		16		15	
Race	0	0	3	38	1	6	2	7	6	38	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	4	100	0	0	8	47	7	26	5	31	6	40
Sex	1	25	2	25	2	12	5	19	2	13	4	27
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	13	1	6	0	0	1	6	3	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	6	75	5	29	11	41	4	25	3	20
Disability	0	0	2	25	3	18	9	33	6	38	5	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	6	0	0	0	0	1	7
	T					Com	para	tive	Data	1		
Findings of			Pre	eviou	s Fis	cal Y	Year	Data	a		2013Tl	hru09-
Discrimination Rendered by Issue	2	008	20	09	20	10	20	11	20	12	3	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		15		22		30		17		19	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	2	11
Assignment of Duties	2	25	0	0	1	5	4	13	2	12	0	0
Awards	2	25	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	1	7	1	5	2	7	0	0	2	11
Removal	0	0	0	0	1	5	0	0	0	0	1	5
Other	0	0	0	0	0	0	0	0	1	6	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	3	38	1	7	0	0	3	10	3	18	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	50	1	7	10	45	16	53	8	47	5	26
Sexual	1	13	0	0	0	0	0	0	1	6	1	5
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	13	1	7	0	0	1	3	1	6	0	0
Promotion/Non- Selection	0	0	10	67	4	18	6	20	1	6	4	21
Reassignment											•	
Denied	0	0	0	0	0	0	2	7	1	6	0	0
Directed	2	25	1	7	1	5	6	20	1	6	1	5
Reasonable Accommodation	0	0	0	0	2	9	4	13	4	24	3	16
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	1	5	1	3	0	0	0	0
Termination	0	0	1	7	1	5	2	7	1	6	3	16
Terms/Conditions of Employment	0	0	1	7	0	0	2	7	0	0	2	11
Time and Attendance	0	0	0	0	1	5	2	7	3	18	2	11

Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	1	13	0	0	2	9	0	0	1	6	2	11
Findings After Hearing	4		2		5		3		1		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	25
Assignment of Duties	1	25	0	0	0	0	2	67	0	0	0	0
Awards	1	25	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	1	25	0	0	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	3	75	0	0	2	40	1	33	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)	1	25	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	1	50	2	40	0	0	0	0	1	25
Reassignment	-					-						

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	25	1	50	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	25
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	1	20	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	1	25
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	0	0	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	1	25	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		13		17		27		16		15	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	7
Assignment of Duties	1	25	0	0	1	6	2	7	2	13	0	0
Awards	1	25	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	1	8	1	6	2	7	0	0	2	13
Removal	0	0	0	0	1	6	0	0	0	0	1	7
Other	0	0	0	0	0	0	0	0	1	6	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	2	50	1	8	0	0	3	11	3	19	0	0
	1									1	1	1

Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	<u> </u>	<u> </u>						<u> </u>	<u> </u>		<u> </u>	
Non-Sexual	1	25	1	8	8	47	15	56	8	50	5	33
Sexual	1	25	0	0	0	0	0	0	1	6	1	7
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	8	0	0	1	4	1	6	0	0
Promotion/Non- Selection	0	0	9	69	2	12	6	22	1	6	3	20
Reassignment							•			•		
Denied	0	0	0	0	0	0	2	7	1	6	0	0
Directed	1	25	0	0	1	6	6	22	1	6	1	7
Reasonable Accommodation	0	0	0	0	2	12	4	15	4	25	2	13
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	1	4	0	0	0	0
Termination	0	0	1	8	1	6	2	7	1	6	2	13
Terms/Conditions of Employment	0	0	1	8	0	0	2	7	0	0	2	13
Time and Attendance	0	0	0	0	1	6	2	7	2	13	2	13
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	2	12	0	0	1	6	2	13
			T	Comparative Data								
Pending Complaints Previous Fiscal Years				Pr	evio	us F	iscal	Year	· Da	ata	2013Tl	hru09-
	<i>J</i>			2008	200)9	2010	201	11	2012	3	0
Total complaints from pr Fiscal Years	evio	ous		1333	121	18	929	83	3	882	95	57
Total Complainants			1063 932 690 704 797			88	37					

Number complaints pending						
Investigation	102	89	77	50	38	27
ROI issued, pending Complainant's action	6	1	7	12	5	1
Hearing	350	300	229	289	342	421
Final Agency Action	360	109	85	75	79	58
Appeal with EEOC Office of Federal Operations	23	24	8	8	10	12
			Com	parativ	ve Data	l
Complaint Investigations	Pro	evious]	Fiscal Y	Year D	ata	2013Thru09-
	2008	2009	2010	2011	2012	30
Pending Complaints Where Investigations Exceed Required Time Frames	163	171	154	114	91	87