

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

USDA (and below)

For 4th Quarter 2015 for period ending September 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	479	536	551	546	484	485
Number of Complainants	466	518	530	512	464	473
Repeat Filers	7	12	14	26	13	12
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	2015Thru09-30
Race	175	232	225	214	246	193
Color	23	39	61	67	78	62
Religion	15	23	25	20	20	24
Reprisal	197	268	290	316	291	275
Sex	166	221	237	216	214	199
PDA	0	0	0	2	3	1

National Origin	50	61	65	59	76	64
Equal Pay Act	2	4	3	8	4	2
Age	167	202	184	201	186	169
Disability	102	114	144	154	133	154
Genetics	0	2	2	3	2	2
Non-EEO	45	46	55	45	54	55
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	22	42	25	36	24	30
Assignment of Duties	55	73	102	124	132	104
Awards	11	22	24	24	11	18
Conversion to Full-time	1	0	1	2	1	0
Disciplinary Action						
Demotion	5	3	7	2	5	3
Reprimand	15	29	43	29	28	44
Suspension	28	22	40	30	32	47
Removal	6	5	10	13	8	9
Other	10	15	28	18	35	16
Duty Hours	5	5	16	12	15	17
Evaluation Appraisal	63	76	63	88	86	81
Examination/Test	1	1	4	1	2	1
Harassment						
Non-Sexual	187	239	312	277	271	290

Sexual	13	25	16	13	19	15
Medical Examination	1	2	4	2	6	5
Pay (Including Overtime)	10	15	14	31	45	39
Promotion/Non-Selection	109	144	119	126	117	151
Reassignment						
Denied	5	9	14	20	26	23
Directed	21	22	34	35	49	37
Reasonable Accommodation	35	41	58	63	54	75
Reinstatement	3	0	2	0	0	1
Retirement	1	6	3	2	1	1
Termination	35	41	37	40	41	35
Terms/Conditions of Employment	39	56	90	181	172	128
Time and Attendance	25	34	59	52	42	68
Training	24	38	50	41	38	43
Other	61	77	59	27	25	36
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	333.45	307.79	267.44	243.77	212.11	200.24
Average number of days in final action	363.94	165.17	187.67	145.95	164.71	112.14
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	282.33	272.33	240.40	250.99	216.57	203.24
Average number of days in final action	395.31	110.37	122.74	136.62	193.60	100.57

Total Number Findings	23		30		18		19		20		5	
Race	3	13	2	7	7	39	2	11	5	25	1	20
Color	0	0	0	0	1	6	2	11	1	5	0	0
Religion	0	0	0	0	0	0	0	0	2	10	0	0
Reprisal	12	52	9	30	6	33	6	32	6	30	2	40
Sex	4	17	6	20	3	17	5	26	1	5	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	4	0	0	1	6	3	16	3	15	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	1	5	0	0
Age	7	30	11	37	4	22	6	32	2	10	1	20
Disability	4	17	10	33	7	39	6	32	8	40	4	80
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	4	0	0	1	6	3	16	2	10	0	0
Findings After Hearing												
	7		3		2		4		8		5	
Race	2	29	0	0	1	50	2	50	4	50	1	20
Color	0	0	0	0	1	50	2	50	1	13	0	0
Religion	0	0	0	0	0	0	0	0	2	25	0	0
Reprisal	4	57	2	67	1	50	0	0	4	50	2	40
Sex	2	29	1	33	1	50	1	25	1	13	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	14	0	0	0	0	0	0	2	25	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	1	13	0	0
Age	3	43	0	0	1	50	3	75	1	13	1	20
Disability	1	14	1	33	0	0	1	25	0	0	4	80

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	5	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	20
Suspension	1	4	2	7	0	0	2	11	0	0	0	0
Removal	1	4	0	0	0	0	1	5	0	0	0	0
Other	0	0	0	0	1	6	0	0	1	5	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	4	3	10	3	17	0	0	1	5	1	20
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	11	48	16	53	10	56	5	26	7	35	2	40
Sexual	0	0	0	0	1	6	1	5	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	3	1	6	0	0	1	5	0	0
Promotion/Non-Selection	4	17	6	20	2	11	4	21	3	15	0	0
Reassignment												
Denied	0	0	2	7	1	6	0	0	0	0	0	0
Directed	1	4	6	20	1	6	1	5	2	10	0	0
Reasonable Accommodation	2	9	4	13	5	28	3	16	5	25	2	40
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	4	1	3	0	0	0	0	0	0	0	0
Termination	0	0	2	7	1	6	3	16	5	25	0	0
Terms/Conditions of Employment	0	0	2	7	0	0	2	11	3	15	0	0
Time and Attendance	1	4	2	7	3	17	2	11	0	0	0	0

Training	1	4	0	0	0	0	0	0	0	0	0	0
Other - User Defined	3	13	0	0	1	6	2	11	1	5	0	0
Findings After Hearing	7		3		2		4		8		5	
Appointment/Hire	0	0	0	0	0	0	1	25	0	0	0	0
Assignment of Duties	2	29	2	67	0	0	0	0	2	25	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	1	20
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	14	0	0	0	0	0	0	1	13	1	20
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	43	1	33	1	50	0	0	3	38	2	40
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	2	29	0	0	1	50	1	25	3	38	0	0
Reassignment												

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	2	25	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	25	0	0	2	40
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	14	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	25	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	0	0	1	50	0	0	0	0	0	0
Training	1	14	0	0	0	0	0	0	0	0	0	0
Other - User Defined	1	14	0	0	0	0	0	0	1	13	0	0
Findings Without Hearing	16		27		16		15		12		0	
Appointment/Hire	0	0	0	0	0	0	1	7	0	0	0	0
Assignment of Duties	1	6	2	7	2	13	0	0	1	8	0	0
Awards	0	0	0	0	0	0	0	0	1	8	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	1	8	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	6	2	7	0	0	2	13	0	0	0	0
Removal	1	6	0	0	0	0	1	7	0	0	0	0
Other	0	0	0	0	1	6	0	0	1	8	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	3	11	3	19	0	0	0	0	0	0

Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	8	50	15	56	9	56	5	33	4	33	0	0
Sexual	0	0	0	0	1	6	1	7	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	4	1	6	0	0	1	8	0	0
Promotion/Non-Selection	2	13	6	22	1	6	3	20	0	0	0	0
Reassignment												
Denied	0	0	2	7	1	6	0	0	0	0	0	0
Directed	1	6	6	22	1	6	1	7	0	0	0	0
Reasonable Accommodation	2	13	4	15	5	31	2	13	5	42	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	1	4	0	0	0	0	0	0	0	0
Termination	0	0	2	7	1	6	2	13	5	42	0	0
Terms/Conditions of Employment	0	0	2	7	0	0	2	13	3	25	0	0
Time and Attendance	1	6	2	7	2	13	2	13	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	2	13	0	0	1	6	2	13	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2015Thru09-30						
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	444	472	491	517	517	559						
Total Complainants	323	400	446	472	465	512						

Number complaints pending						
Investigation	88	68	50	43	34	33
ROI issued, pending Complainant's action	11	12	5	1	3	1
Hearing	229	272	315	354	421	480
Final Agency Action	102	107	114	119	62	45
Appeal with EEOC Office of Federal Operations	12	14	14	20	29	28
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	174	123	82	60	36	33