

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

USDA (and below)

For 4th Quarter 2016 for period ending September 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	534	548	544	481	513	530
Number of Complainants	518	530	512	464	498	507
Repeat Filers	12	14	26	13	15	19
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
<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	2016Thru09-30
Race	231	222	213	243	206	222
Color	39	61	64	73	71	63
Religion	23	24	19	19	24	35
Reprisal	266	289	311	270	297	270
Sex	220	235	213	207	217	206
PDA	0	0	2	3	2	0
National Origin	61	65	59	74	70	47

Equal Pay Act	4	3	8	4	2	1
Age	201	182	201	183	184	182
Disability	114	144	150	130	167	157
Genetics	1	2	3	2	2	1
Non-EEO	46	55	42	55	59	39
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
<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	
Appointment/Hire	42	25	34	25	35	27
Assignment of Duties	73	100	119	117	119	92
Awards	22	24	24	9	19	9
Conversion to Full Time/Perm Status	0	1	2	1	0	0
Disciplinary Action						
Demotion	3	7	3	5	3	4
Reprimand	29	42	28	23	55	28
Suspension	23	40	30	27	52	26
Removal	5	10	13	7	9	6
Other	0	0	0	0	11	7
Duty Hours	5	16	11	11	23	20
Perf. Eval./ Appraisal	76	64	85	73	90	91
Examination/Test	1	4	1	1	1	1
Harassment						
Non-Sexual	237	310	275	264	305	282
Sexual	25	16	12	20	16	18
Medical Examination	2	5	2	4	8	1
Pay including overtime	15	14	29	39	41	21

Promotion/Non-Selection	143	119	123	111	160	149
Reassignment						
Denied	9	13	19	27	25	14
Directed	22	34	33	43	39	18
Reasonable Accommodation Disability	41	59	63	48	84	69
Reinstatement	0	2	0	0	1	2
Religious Accommodation	0	0	0	0	0	3
Retirement	6	3	2	1	1	4
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	0	0	0	14	29
Termination	41	37	40	34	41	27
Terms/Conditions of Employment	56	91	176	146	167	102
Time and Attendance	34	59	50	32	79	59
Training	37	49	41	33	49	51
Other						
User Defined - Other 1	0	0	0	0	14	5
User Defined - Other 2	0	0	0	0	6	0
User Defined - Other 3	0	0	0	0	1	0
User Defined - Other 4	0	0	0	0	1	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	296.79	250.15	242.05	212.08	198.98	208.93
Average number of days in final action	216.50	224.60	165.94	169.31	107.89	97.94
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	289.61	235.29	247.31	217.23	203.04	212.88						
Average number of days in final action	93.15	129.79	119.33	199.47	97.00	69.94						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	309.25	277.51	233.21	204.07	192.70	202.01						
Average number of days in final action	294.30	271.66	187.19	134.58	115.19	124.03						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency	65	43	67	64	57						57	
Average days pending prior to dismissal	111	140	83	188	88						97	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	32	31	29	32	32						28	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011	2012	2013	2014	2015							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	30		17		19		24		11		7	
Without Hearing	27	90	16	94	15	79	15	63	5	45	6	86
With Hearing	3	10	1	6	4	21	9	38	6	55	1	14

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011		2012		2013		2014		2015			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Total Number Findings	30		17		19		24		8		7
Race	2	7	6	35	2	11	6	25	1	13	3	43
Color	0	0	0	0	2	11	1	4	0	0	1	14
Religion	0	0	0	0	0	0	2	8	0	0	0	0
Reprisal	9	30	6	35	6	32	7	29	4	50	4	57
Sex	5	17	2	12	5	26	2	8	0	0	3	43
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	6	3	16	5	21	1	13	0	0
Equal Pay Act	0	0	0	0	0	0	1	4	0	0	0	0
Age	11	37	4	24	6	32	2	8	1	13	0	0
Disability	10	33	6	35	6	32	8	33	7	88	2	29
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	3	16	2	8	0	0	0	0
Findings After Hearing	3		1		4		9		6		1	
Race	0	0	0	0	2	50	4	44	1	17	1	100
Color	0	0	0	0	2	50	1	11	0	0	0	0
Religion	0	0	0	0	0	0	2	22	0	0	0	0
Reprisal	2	67	1	100	0	0	4	44	3	50	1	100
Sex	0	0	0	0	1	25	2	22	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	22	1	17	0	0
Equal Pay Act	0	0	0	0	0	0	1	11	0	0	0	0

Age	0	0	0	0	3	75	1	11	1	17	0	0
Disability	1	33	0	0	1	25	0	0	5	83	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	2	50	1	11	0	0	0	0
Findings Without Hearing	27		16		15		15		2		6	
Race	2	7	6	38	0	0	2	13	0	0	2	33
Color	0	0	0	0	0	0	0	0	0	0	1	17
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	7	26	5	31	6	40	3	20	1	50	3	50
Sex	5	19	2	13	4	27	0	0	0	0	2	33
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	6	3	20	3	20	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	11	41	4	25	3	20	1	7	0	0	0	0
Disability	9	33	6	38	5	33	8	53	2	100	2	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	7	1	7	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	30		17		19		24		8		7	
Appointment/Hire	0	0	0	0	2	11	0	0	0	0	0	0
Assignment of Duties	4	13	2	12	0	0	3	13	0	0	1	14
Awards	0	0	0	0	0	0	1	4	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Demotion	0	0	0	0	0	0	1	4	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	13	2	29
Suspension	2	7	0	0	2	11	1	4	0	0	1	14
Removal	0	0	0	0	1	5	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	1	14
Perf. Eval./ Appraisal	3	10	3	18	0	0	1	4	1	13	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	16	53	8	47	5	26	8	33	3	38	2	29
Sexual	0	0	1	6	1	5	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	3	1	6	0	0	1	4	0	0	0	0
Promotion/Non-Selection	6	20	1	6	4	21	5	21	0	0	2	29
Reassignment												
Denied	2	7	1	6	0	0	0	0	0	0	0	0
Directed	6	20	1	6	1	5	2	8	0	0	0	0
Reasonable Accommodation Disability	4	13	4	24	3	16	5	21	4	50	1	14
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	3	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	7	1	6	3	16	6	25	0	0	0	0
Terms/Conditions of Employment	2	7	0	0	2	11	3	13	0	0	2	29
Time and Attendance	2	7	3	18	2	11	0	0	1	13	0	0
Training	0	0	0	0	0	0	1	4	0	0	0	0

Directed	0	0	0	0	0	0	2	22	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	25	0	0	2	33	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	27		16		15		15		2		6	
Appointment/Hire	0	0	0	0	1	7	0	0	0	0	0	0
Assignment of Duties	2	7	2	13	0	0	1	7	0	0	0	0
Awards	0	0	0	0	0	0	1	7	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	1	7	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	2	33
Suspension	2	7	0	0	2	13	1	7	0	0	1	17

User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	832	883	956	938	473							472
Total Complainants	703	798	885	482	436							446
Number complaints pending												
Investigation	50	37	28	35	20							18
ROI issued, pending Complainant's action	12	5	1	3	1							2
Hearing	288	342	399	520	415							401
Final Agency Action	76	80	68	50	39							47
Appeal with EEOC Office of Federal Operations	8	10	11	61	104							116
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011	2012	2013	2014	2015							
Pending Complaints Where Investigations Exceed Required Time Frames	114	88	85	190	19							10