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

USDA (and below)

		Comparative Data											
Complaint Activity	Pı	revious	s Fisca	l Year		017Thru12-31							
	2012	2013 2014		4 201	5 20		0171nru12-31						
Number of Complaints Filed	548	544 48		. 51	3 53	80	139						
Number of Complainants	530	512	464	49	8 50)7	138						
Repeat Filers	26	13	15	5 1	9	1							
		Comparative Data											
Complaints by Basis		Pre	vious]	Fiscal `	Year D	Data							
Note: Complaints can be filed alleging multiple bases. The sur the bases may not equal total complaints filed.	m of	2012	2013	2014	2015	2016	2017Thru12- 31						
Race		222	213	243	206	222	68						
Color		61	64	73	71	63	20						
Religion		24	19	19	24	35	7						
Reprisal		289	311	270	297	270	67						
Sex		235	213	207	217	206	52						
PDA		0	2	3	2	0	0						
National Origin	65	59	74	70	47	15							

For 1st Quarter 2017 for period ending December 31, 2016

Equal Pay Act	3	8	4	2	1	1
Age	182	201	183	184	182	58
Disability	144	150	130	167	157	43
Genetics	2	3	2	2	1	0
Non-EEO	55	42	55	59	39	11
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious 1	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru12- 31
Appointment/Hire	25	34	25	35	27	10
Assignment of Duties	100	119	117	119	92	25
Awards	24	24	9	19	9	6
Conversion to Full Time/Perm Status	1	2	1	0	0	0
Disciplinary Action						
Demotion	7	3	5	3	4	0
Reprimand	42	28	23	55	28	11
Suspension	40	30	27	52	26	4
Removal	10	13	7	9	6	6
Other	0	0	0	11	7	3
Duty Hours	16	11	11	23	20	6
Perf. Eval./ Appraisal	64	85	73	90	91	26
Examination/Test	4	1	1	1	1	0
Harassment						
Non-Sexual	310	275	264	305	282	86
Sexual	16	12	20	16	18	1
Medical Examination	5	2	4	8	1	0
Pay including overtime	14	29	39	41	21	6

Promotion/Non-Selection	omotion/Non-Selection) 149	39
Reassignment							
Denied		13	19	27	25	14	4
Directed		34	33	43	39	18	5
Reasonable Accommodation Disability					84	69	20
Reinstatement		2	0	0	1	2	0
Religious Accommodation	ous Accommodation				0	3	2
Retirement		3	2	1	1	4	1
Sex-Stereotyping		0	0	0	0	1	1
Telework		0	0	0	14	29	3
Termination		37	40	34	41	27	8
Terms/Conditions of Employ	ment	91	176	146	5 167	7 102	33
Time and Attendance		59	50	32	79	59	8
Training		49	41	33	49	51	13
Other				·			·
User Defined - Other 1		0	0	0	14	5	2
User Defined - Other 2		0	0	0	6	0	0
User Defined - Other 3		0	0	0	1	0	0
User Defined - Other 4		0	0	0	1	0	0
			Co	mpa	rative	Data	
Processing Time	I	Previous	Fiscal	Yea	ır Data	a	2017Thru12-
	2012	2013	2014	1	2015	2016	31
Complaints pending during f	iscal year	•					
Average number of days in investigation	250.15	242.05	212.0	8 1	98.98	208.93	176.22
Average number of days in final action	165.94	169.3	1 1	07.89	97.94	88.05	
Complaint pending during fis	where he	earing	was 1	request	ed		

235.2	29	247.3	31	217.	23	203	.04	212	2.88	18	34.11			
129.7	79	119.3	33	199.	47	97.	00	69.94		2	9.91			
scal ye	arv	where	hea	ring	g was	s not	requ	uest	ed					
277.5	51	233.2	21	204.	07	192	.70	202	2.01	16	59.09			
271.6	56	187.1	9	134.	58	115	.19	124	1.03	12	29.84			
	Comparative Data													
Agency	y	Pro	evio	us F	Fisca	ıl Ye	ear I	Data	ı	2017]	Thru12-			
		2012	20	13	201	4 2	015	20	16		31			
by		43	6	57	64		57	5	7		15			
0		140	8	3	188	8	88	9	7		94			
aints	Wi	thdra	wn	by Cor		omplaina		nants						
by		31	2	.9	32		32	2	28		2			
				C	omj	para	tive	Dat	ta					
5]	Previ	ous	Fisc	al Y	ear	Dat	a		2017	Fhru12-			
	12	20	13	20)14	2	015	20	016	-	31			
#	%	, #	%	#	%	#	%	#	%	#	%			
17		19		24		11		7	·	0				
16	94	15	79	15	63	5	45	6	86	0	0			
1	6	4	21	9	38	6	55	1	14	0	0			
	129.7 scal ye 277.5 271.6 Agenc, by o aints by o by aints by aints f f f f f f f f f f f f f f f f f f f	277.51 271.66 Agency by o laints Wi by 2012 # % 17 16 94	129.79 119.3 2277.51 233.2 277.51 233.2 271.66 187.1 2012 187.1 by 43 0 140 Interview by 31 Preview 2012 20 by 2012 Preview 2012 Preview 2012 Interview <	129.79 119.33 2277.51 233.21 277.66 187.19 271.66 187.19 2012 20 by 43 6 6 0 140 by 31 by 31 by 31 by 2012 140 8 2012 20 by 31 20 20 by 31 20 20 140 8 2012 20 by 31 20 20 12 20 31 2 2012 20 31 2 20 2 17 19 16 94 15	129.79 119.33 199. 277.51 233.21 204. 271.66 187.19 134. Previous I 2012 2013 by 43 67 by 140 83 alints Withdrawn by 0 by 31 by 31 colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4">colspan="4"colspan="4">colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspan="4"colspa	129.79 119.33 199.47 129.79 119.33 199.47 277.51 233.21 204.07 277.66 187.19 134.58 Verture verture verture verture Verture verture Verture verture Verture verture Verture verture Verture verture Verture verture Verture verture Verture verture Verture verture Verture verture Verture verture Verture Verture Verture Verture Verture Verture Verture Verture Verture Verture Verture Verture Verture Verture Verture Verture Verture <	129.79 119.33 199.47 97.0 277.51 233.21 204.07 192.0 271.66 187.19 134.58 115.0 Agency Previous Fiscal Yee 1 2012 2013 2014 2 by 43 67 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64 64	129.79 119.33 199.47 97.00 ccal year where hearing was not requered with the sector was not requered with	129.79 119.33 199.47 97.00 69 acal year where hearing was not request 277.51 233.21 204.07 192.70 202 271.66 187.19 134.58 115.19 124 Previous Fiscal Year Data Agency Vertice 2012 2013 2014 2015 20 by 43 67 64 57 5 O 140 83 188 88 9 Contractice by 31 29 32 32 2 S Contractice S S Contractice S S S S S S S S S S S %	129.79 119.33 199.47 97.00 69.94 277.51 233.21 204.07 192.70 202.01 271.66 187.19 134.58 115.19 124.03 Previous Fiscal Veat 2012 2013 2014 2015 2016 by 43 67 64 57 57 O 140 83 188 88 97 by 31 29 32 22 S Comparison of the text set set set set set set set set set se	129.79 119.33 199.47 97.00 69.94 2 277.51 233.21 204.07 192.70 202.01 16 271.66 187.19 134.58 115.19 124.03 12 Comparity Data Agency Verture vertu			

Findings of	Comparative Data											
Discrimination Rendered by Basis		Р	revi	ous	Fisc	al Y	ear	Data	a		2017	Fhru12-
Note: Complaints can be	20	012	20	13	20	14	2	015	2	016		31
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	17		19		24		8		7		0	
Race	6	35	2	11	6	25	1	13	3	43	0	0
Color	0	0	2	11	1	4	0	0	1	14	0	0
Religion	0	0	0	0	2	8	0	0	0	0	0	0
Reprisal	6	35	6	32	7	29	4	50	4	57	0	0
Sex	2	12	5	26	2	8	0	0	3	43	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	6	3	16	5	21	1	13	0	0	0	0
Equal Pay Act	0	0	0	0	1	4	0	0	0	0	0	0
Age	4	24	6	32	2	8	1	13	0	0	0	0
Disability	6	35	6	32	8	33	7	88	2	29	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	3	16	2	8	0	0	0	0	0	0
Findings After Hearing	1		4		9		6		1		0	
Race	0	0	2	50	4	44	1	17	1	100	0	0
Color	0	0	2	50	1	11	0	0	0	0	0	0
Religion	0	0	0	0	2	22	0	0	0	0	0	0
Reprisal	1	100	0	0	4	44	3	50	1	100	0	0
Sex	0	0	1	25	2	22	0	0	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	2	22	1	17	0	0	0	0
Equal Pay Act	0	0	0	0	1	11	0	0	0	0	0	0

Age	0	0	3	75	1	11	1	17	0	0	0	0
Disability	0	0	1	25	0	0	5	83	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	2	50	0	11	0	0	0	0	0	0
NOII-EEO	0			50	1		0	0	0		0	0
Findings Without Hearing	16		15		15		2		6		0	
Race	6	38	0	0	2	13	0	0	2	33	0	0
Color	0	0	0	0	0	0	0	0	1	17	0	0
				<u> </u>		<u> </u>						
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	5	31	6	40	3	20	1	50	3	50	0	0
Sex	2	13	4	27	0	0	0	0	2	33	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	6	3	20	3	20	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	4	25	3	20	1	7	0	0	0	0	0	0
Disability	6	38	5	33	8	53	2	100	2	33	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	7	1	7	0	0	0	0	0	0
					Co	omp	ara	tive I	Dat	a		
Findings of		P	revio	ous I	Fisca	al Ye	ear	Data			2017]	Chru12-
Discrimination Rendered by Issue	20	12	20	13	202	14	20	015	20	016		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	17		19		24		8		7		0	
Appointment/Hire	0	0	2	11	0	0	0	0	0	0	0	0
Assignment of Duties	2	12	0	0	3	13	0	0	1	14	0	0
Awards	0	0	0	0	1	4	0	0	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	1	4	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	13	2	29	0	0
Suspension	0	0	2	11	1	4	0	0	1	14	0	0
Removal	0	0	1	5	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	1	14	0	0
Perf. Eval./ Appraisal	3	18	0	0	1	4	1	13	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	8	47	5	26	8	33	3	38	2	29	0	0
Sexual	1	6	1	5	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	6	0	0	1	4	0	0	0	0	0	0
Promotion/Non-Selection	1	6	4	21	5	21	0	0	2	29	0	0
Reassignment												·
Denied	1	6	0	0	0	0	0	0	0	0	0	0
Directed	1	6	1	5	2	8	0	0	0	0	0	0
Reasonable Accommodation Disability	4	24	3	16	5	21	4	50	1	14	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	1	6	3	16	6	25	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	11	3	13	0	0	2	29	0	0
Time and Attendance	3	18	2	11	0	0	1	13	0	0	0	0
Training	0	0	0	0	1	4	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
	1	1	1	1	1	1		1	1	11	1	1
Findings After Hearing	1		4		9		6		1		0	
Appointment/Hire	0	0	1	25	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	2	22	0	0	1	100	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action					1							
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	17	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
Perf. Eval./ Appraisal	0	0	0	0	1	11	1	17	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	3	33	3	50	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	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	25	4	44	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Directed	0	0	0	0	2	22	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	25	0	0	2	33	0	0	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	1	25	0	0	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	1	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define						1		1				
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	16		15		15		2		6		0	
Appointment/Hire	0	0	1	7	0	0	0	0	0	0	0	0
Assignment of Duties	2	13	0	0	1	7	0	0	0	0	0	0
Awards	0	0	0	0	1	7	0	0	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	1	7	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	2	33	0	0
Suspension	0	0	2	13	1	7	0	0	1	17	0	0

Removal	0	0	1	7	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	1	17	0	0
Perf. Eval./ Appraisal	3	19	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	8	50	5	33	5	33	0	0	2	33	0	0
Sexual	1	6	1	7	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	6	0	0	1	7	0	0	0	0	0	0
Promotion/Non-Selection	1	6	3	20	1	7	0	0	2	33	0	0
Reassignment												
Denied	1	6	0	0	0	0	0	0	0	0	0	0
Directed	1	6	1	7	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	4	25	2	13	5	33	2	100	1	17	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	1	6	2	13	6	40	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	13	3	20	0	0	2	33	0	0
Time and Attendance	2	13	2	13	0	0	1	50	0	0	0	0
Training	0	0	0	0	1	7	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	
						C	om	para	tiv	re Dat	a		
	Pending Complaints Filed in Previous Fiscal Years by Status						al `	Year	D٤	ata	2017	Chru12-	
Trevious Liscar Tears by	Ja	us	201	2	2013	20	14	2015	5	2016		31	
Total complaints from previo Fiscal Years	us		883	3	956	93	8	473		472	,	778	
Total Complainants			798	3	885	48	32	436		446	,	710	
Number complaints pending	g												
Investigation			37		28	3:	5	20		18	-	116	
ROI issued, pending Complainant's action			5		1	3	}	1		2		20	
Hearing			342		399	520		415		401		540	
Final Agency Action			80		68	5	0	39		47		92	
Appeal with EEOC Offic Federal Operations	e of	f	10		11	6	1	104		116	-	138	
						С	om	para	tiv	e Dat	a		
Complaint Investigation	ons		P	re	vious 1	Fisc	al `	Year	Da	ata	2017	Fhru12-	
			201	2	2013	20	14	2015	5	2016		31	
Pending Complaints Where Investigations Exceed Requir Frames	ed]	Гime	88		85	19	90	19		10		18	