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

USDA (and below)

				C	Compa	arativ	ve Da	ta	
Complaint Activity		Previ	ous F	'isca	ıl Yea	r Da	ta		017Th07 20
	201	12 20	13	201	4 20)15	2016		017Thru06-30
Number of Complaints Filed	54	8 54	44	481	1 5	13	530		437
Number of Complainants	53	0 5	12	464	4 4	98	507		421
Repeat Filers	14	4 2	6	13		15	19		13
					Com	para	tive I)ata	l
Complaints by Basis		Pr	evior	ıs F	iscal `	Year	Data		
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal toto complaints filed.		2012	201	.3	2014	201	5 20)16	2017Thru06- 30
Race		222	213	3	243	206	5 2	22	198
Color		61	64	-	73	71	6	53	57
Religion		24	19)	19	24	3	5	25
Reprisal		289	31	1	270	297	7 2	70	226
Sex		235	21	3	207	217	7 2	06	172
PDA		0	2		3	2		0	0

For 3rd Quarter 2017 for period ending June 30, 2017

National Origin	65	59	74	70	47	51
Equal Pay Act	3	8	4	2	1	8
Age	182	201	183	184	182	171
Disability	144	150	130	167	157	148
Genetics	2	3	2	2	1	1
Non-EEO	55	42	55	59	39	47

			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal Y	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	2017Thru06- 30
Appointment/Hire	25	34	25	35	27	35
Assignment of Duties	100	119	117	119	92	67
Awards	24	24	9	19	9	14
Conversion to Full Time/Perm Status	1	2	1	0	0	0
Disciplinary Action						
Demotion	7	3	5	3	4	3
Reprimand	42	28	23	55	28	30
Suspension	40	30	27	52	26	24
Removal	10	13	7	9	6	17
Other	0	0	0	11	7	5
Duty Hours	16	11	11	23	20	11
Perf. Eval./ Appraisal	64	85	73	90	91	80
Examination/Test	4	1	1	1	1	3
Harassment						
Non-Sexual	310	275	264	305	282	256

Sexual	16	12	20	16	18	8
Medical Examination	5	2	4	8	1	1
Pay including overtime	14	29	39	41	21	23
Promotion/Non-Selection	119	123	111	160	149	104
Reassignment						
Denied	13	19	27	25	14	15
Directed	34	33	43	39	18	18
Reasonable Accommodation Disability	59	63	48	84	69	66
Reinstatement	2	0	0	1	2	0
Religious Accommodation	0	0	0	0	3	3
Retirement	3	2	1	1	4	4
Sex-Stereotyping	0	0	0	0	1	1
Telework	0	0	0	14	29	15
Termination	37	40	34	41	27	29
Terms/Conditions of Employment	91	176	146	167	102	102
Time and Attendance	59	50	32	79	59	50
Training	49	41	33	49	51	30
Other						
User Defined - Other 1	0	0	0	14	5	5
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	arati	ve I	Data	
Processing Time		Previo	us F	`isca	l Ye	ear D	ata		2017Thru06-
	2012	2013	5	201	4	201	5	2016	30
Complaints pending durin	g fiscal y	ear							
Average number of days in investigation	250.15	242.0	5 2	212.(08	198.	98	208.93	167.71
Average number of days in final action	224.60	165.9	4 1	169.3	31	107.	89	97.94	123.05
Complaint pending during	fiscal ye	ar whe	re he	earir	ng w	as re	que	sted	1
Average number of days in investigation	235.29	247.3	1 2	217.2	23	203.	04	212.88	175.91
Average number of days in final action	129.79	119.3	3 1	199.4	47	97.0	00	69.94	101.22
Complaint pending during	fiscal ye	ear whe	re he	earir	ng w	as no	ot re	quested	
Average number of days in investigation	277.51	233.2	1 2	204.0	07	192.	70	202.01	156.54
Average number of days in final action	271.66	187.1	9 1	134.:	58	115.	19	124.03	128.97
					Co	ompa	rati	ive Data	l
Complaints Dismisse Agency	d by	Pre	evio	us F	isca	l Yea	ar D	ata	2017Thru06-
8 V		2012	201	13	2014	4 2	015	2016	30
Total Complaints Dismiss Agency	ed by	43	67	7	64		57	57	66
Average days pending prid	or to	140	83	3	188	3	88	97	76
Con	plaints '	Withdr	awr	ı by	Cor	npla	inaı	nts	
Total Complaints Withdra Complainants	wn by	31	29	9	32		32	28	26

					C	Comp	oara	tive I	Data	1		
Total Final Agency			Prev	vious	Fise	cal Y	ear	Data			2017	Thru06-
Actions Finding Discrimination		2012	2	013	2	014	2	2015	2	016		30
	ŧ	ŧ %	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	7	19		24		11	L	7		3	
Without Hearing	1	6 94	15	79	15	63	5	45	6	86	2	67
With Hearing	1	6	4	21	9	38	6	55	1	14	1	33
Findings of					С	ompa	arat	ive D	ata			
Discrimination Rendered by Basis	-		Prev	ious	Fisc	al Ye	ear 1	Data			2017	Thru06-
Note: Complaints can	20	012	20	13	20	14	2	015	20)16		30
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	17		19		24		8		7		3	
Race	6	35	2	11	6	25	1	13	3	43	2	67
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	1	33
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	1	33
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		1	
Race	0	0	2	50	4	44	1	17	1	100	1	100
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	1	100
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	1	11	0	0	0	0	0	0
			<u>.</u>			<u>.</u>						
Findings Without Hearing	16		15		15		2		6		2	
Race	6	38	0	0	2	13	0	0	2	33	1	50
Color	0	0	0	0	0	0	0	0	1	17	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	5	31	6	40	3	20	1	50	3	50	1	50
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
					C	ompa	arat	tive D	ata			
Findings of]	Prev	ious	Fisc	al Ye	ear	Data			2017	Thru06-
Discrimination Rendered by Issue	2()12	20	13	20	14	2	015	2	016		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	17		19		24		8		7		3	
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	1	33
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	3	100
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	1	33
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									-			<u>.</u>
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

1 0 0	0	4	25	9		6		1		1	
0	0		25					- I		T	
-		-	23	0	0	0	0	0	0	0	0
0		0	0	2	22	0	0	1	100	0	0
	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	1	17	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	1	11	1	17	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
	<u> </u>										
0	0	0	0	3	33	3	50	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	1	25	4	44	0	0	0	0	1	100
	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	N N 0 0 0	N N	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 1 1 1 1 0	0 0	0 0	0 0	0 0

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										<u> </u>		·
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		2	
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	1	50

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	1	1	1	1	1	1		1	1	1	1	1
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	2	100
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

					1					1		
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	1	50
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						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
	<u> </u>					(Com	para	tive	e Data	l	·
Pending Complaints Previous Fiscal Years			Previ			evious Fiscal Year Data					2017Thru06	
Frevious Fiscal Tears	b by S	latus	20	12	2013	3 20)14	2015 2016		30		
Total complaints from previous Fiscal Years			8	883		956 938		38 473		472	527	
Total Complainants			7	98	885	4	82	436		446	478	
Number complaints p	endir	ng										
Investigation			_	20	1	85	20		18		17	
Investigation			3	7	28	-						
Investigation ROI issued, pendin Complainant's action	-			5	1		3	1		2		4
ROI issued, pendin	-						3 20	1 415		2 401		4

Appeal with EEOC Office of Federal Operations	10	11	61	104	116	176			
	Comparative Data								
Complaint Investigations	Pro	evious	2017Thru06-						
	2012	2013	2014	2015	2016	30			
Pending Complaints Where Investigations Exceed Required Time Frames	88	85	190	19	10	10			