

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

## USDA (and below)

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	548	544	481	513	530	561
Number of Complainants	530	512	464	498	507	531
Repeat Filers	14	26	13	15	19	24
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	222	213	243	206	222	243
Color	61	64	73	71	63	75
Religion	24	19	19	24	35	35
Reprisal	289	311	270	297	270	311
Sex	235	213	207	217	206	216
PDA	0	2	3	2	0	2
National Origin	65	59	74	70	47	67
Equal Pay Act	3	8	4	2	1	8

Age	182	201	183	184	182	207
Disability	144	150	130	167	157	185
Genetics	2	3	2	2	1	1
Non-EEO	55	42	55	59	39	55
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Appointment/Hire	25	34	25	35	27	40
Assignment of Duties	100	119	117	119	92	87
Awards	24	24	9	19	9	18
Conversion to Full Time/Perm Status	1	2	1	0	0	3
<b>Disciplinary Action</b>						
Demotion	7	3	5	3	4	4
Reprimand	42	28	23	55	28	44
Suspension	40	30	27	52	26	36
Removal	10	13	7	9	6	17
Other	0	0	0	11	7	4
Duty Hours	16	11	11	23	20	18
Perf. Eval./ Appraisal	64	85	73	90	91	91
Examination/Test	4	1	1	1	1	2
<b>Harassment</b>						
Non-Sexual	310	275	264	305	282	342
Sexual	16	12	20	16	18	13
Medical Examination	5	2	4	8	1	4
Pay including overtime	14	29	39	41	21	30
Promotion/Non-Selection	119	123	111	160	149	124
<b>Reassignment</b>						
Denied	13	19	27	25	14	17

Directed	34	33	43	39	18	20
Reasonable Accommodation Disability	59	63	48	84	69	84
Reinstatement	2	0	0	1	2	0
Religious Accommodation	0	0	0	0	3	4
Retirement	3	2	1	1	4	5
Sex-Stereotyping	0	0	0	0	1	1
Telework	0	0	0	14	29	25
Termination	37	40	34	41	27	36
Terms/Conditions of Employment	91	176	146	167	102	146
Time and Attendance	59	50	32	79	59	67
Training	49	41	33	49	51	40
<b>Other</b>						
User Defined - Other 1	0	0	0	14	5	2
User Defined - Other 2	0	0	0	6	0	1
User Defined - Other 3	0	0	0	1	0	0
User Defined - Other 4	0	0	0	1	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru09-30</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Complaints pending during fiscal year						
Average number of days in investigation	250.15	242.05	212.08	198.98	208.93	161.02
Average number of days in final action	224.60	165.94	169.31	107.89	97.94	151.66
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	235.29	247.31	217.23	203.04	212.88	165.95
Average number of days in final action	129.79	119.33	199.47	97.00	69.94	108.76
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	277.51	233.21	204.07	192.70	202.01	153.61

Average number of days in final action	271.66	187.19	134.58	115.19	124.03	181.49						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru09-30</b>	
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total Complaints Dismissed by Agency	43	67	64	57	57	83						
Average days pending prior to dismissal	140	83	188	88	97	66						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	31	29	32	32	28	35						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru09-30</b>	
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	17		19		24		11		7		5	
Without Hearing	16	94	15	79	15	63	5	45	6	86	3	60
With Hearing	1	6	4	21	9	38	6	55	1	14	2	40
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru09-30</b>	
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	17		19		24		8		7		4	
Race	6	35	2	11	6	25	1	13	3	43	3	75
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	25
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	25
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
<b>Findings After Hearing</b>	1		4		9		6		1		2	
Race	0	0	2	50	4	44	1	17	1	100	2	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	50
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
<b>Findings Without Hearing</b>	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru09- 30</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	17		19		24		8		7		4	
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	2	50
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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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	75







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
<b>Other - User Define</b>												
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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2017Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total complaints from previous Fiscal Years	883	956	938	473	472	472						
Total Complainants	798	885	482	436	446	429						
<b>Number complaints pending</b>												
Investigation	37	28	35	20	18	14						
ROI issued, pending Complainant's action	5	1	3	1	2	0						
Hearing	342	399	520	415	401	434						
Final Agency Action	80	68	50	39	47	27						
Appeal with EEOC Office of Federal Operations	10	11	61	104	116	192						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2017Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	88	85	190	19	10	8						