

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

United States Department of Agriculture

Comparative Data for Previous Fiscal Years

and Fourth Quarter 2019

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1 COMPLAINT ACTIVITY

Complaint Activity	2014	2015	2016	2017	2018	FY 2019 4th Quarter 07/01/2019 thru 09/30/2019
Number of Complaints Filed	481	513	530	561	522	436
Number of Complainants	464	498	507	531	497	414
Repeat Filers	13	15	19	24	21	18

2 COMPLAINT BY BASIS

Complaints by Basis	2014	2015	2016	2017	2018	4th Quarter 2019
Race	243	206	222	243	216	195
Color	73	71	63	75	85	93
Religion	19	24	35	35	28	35
Reprisal	270	297	270	312	315	256
Sex	207	217	206	216	229	171
PDA	3	2	0	2	2	2
National Origin	74	70	47	67	68	58
Equal Pay Act	4	2	1	8	13	7
Age	183	184	182	208	155	157
Disability	130	167	157	185	195	170
Genetics	2	2	1	1	0	3
Non-EEO	55	59	39	55	40	37

3 COMPLAINTS BY ISSUE

	2014	2015	2016	2017	2018	4th Quarter 2019
Complaints by Issue						
Appointment/Hire	25	35	27	40	24	17
Assignment of Duties	117	119	92	87	83	72
Awards	9	19	9	18	14	8
Conversion to Full Time/Permanent Status	1	0	0	3	1	0

3.1 DISCIPLINARY ACTION

Demotion	5	3	4	4	3	1
Reprimand	23	55	28	45	43	39
Suspension	27	52	26	36	37	33
Removal	7	9	6	17	21	32
Other	0	11	7	4	3	3
Duty Hours	11	23	20	18	8	15
Performance Evaluation/Appraisal	73	90	91	94	98	89
Examination/Test	1	1	1	2	1	1

3.2 HARASSMENT

Non-Sexual	264	305	282	343	351	239
Sexual	20	16	18	13	24	6
Medical Examination	4	8	1	4	0	3
Pay including overtime	39	41	21	30	11	13
Promotion/Non-Selection	111	160	149	124	71	100

3.3 REASSIGNMENT

Denied	27	25	14	17	21	17
Directed	43	39	18	20	26	39
Reasonable Accommodation Disability	48	84	69	84	94	74
Reinstatement	0	1	2	0	0	3
Religious Accommodation	0	0	3	4	1	1
Retirement	1	1	4	5	4	11
Sex-Stereotyping	0	0	1	1	1	0
Telework	0	14	29	25	31	20
Termination	34	41	27	36	35	26
Terms/Conditions of Employment	146	167	102	146	135	136
Time and Attendance	32	79	59	67	77	68
Training	33	49	51	40	45	30

3.4 OTHER

User Defined - Other 1	0	14	5	2	0	1
User Defined - Other 2	0	6	0	1	0	0
User Defined - Other 3	0	1	0	0	0	0
User Defined - Other 4	0	1	0	0	0	0

4 PROCESSING TIME

Processing Time	2014	2015	2016	2017	2018	4th Quarter 2019
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4.1 COMPLAINTS PENDING DURING FISCAL YEAR

Average number of days in investigation	212.08	198.98	208.93	159.35	173.22	199.95
Average number of days in final action	169.31	107.89	97.94	165.64	36.78	41.00

4.2 COMPLAINT PENDING DURING FISCAL YEAR WHERE HEARING WAS REQUESTED

Average number of days in investigation	217.23	203.04	212.88	163.69	172.58	208.32
Average number of days in final action	199.47	97.00	69.94	108.76	20.90	29.65

4.3 COMPLAINT PENDING DURING FISCAL YEAR WHERE HEARING WAS NOT REQUESTED

Average number of days in investigation	204.07	192.70	202.01	152.87	173.78	189.03
Average number of days in final action	134.58	115.19	124.03	205.66	50.90	55.94

5 COMPLAINTS DISMISSED BY AGENCY

Complaints Dismissed by Agency	2014	2015	2016	2017	2018	3rd Quarter 2019
Total Complaints Dismissed by Agency	64	57	57	82	84	51
Average days pending prior to dismissal	188	88	97	66	20	66

5.1 COMPLAINTS WITHDRAWN BY COMPLAINANTS

Total Complaints Withdrawn by Complainants	32	32	28	37	28	32
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6 TOTAL FINAL AGENCY ACTIONS FINDING DISCRIMINATION

Total Final Agency Actions Finding Discrimination	2014		2015		2016		2017		2018		4th Quarter 2019	
	#	%	#	%	#	%	#	%	#	%	#	%
Without Hearing	15	63	5	45	6	86	3	60	0	0	1	33
With Hearing	9	38	6	55	1	14	2	40	1	100	2	67

6.1 TOTAL NUMBER FINDINGS	24	100%	11	100%	7	100%	5	100%	1	100%	3	100%
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7 FINDINGS OF DISCRIMINATION RENDERED BY BASIS

Findings of Discrimination Rendered by Basis	2014		2015		2016		2017		2018		4th Quarter 2019	
Race	6	25	1	13	3	43	3	75	0	0	1	33
Color	1	4	0	0	1	14	0	0	0	0	1	33
Religion	2	8	0	0	0	0	0	0	0	0	0	0
Reprisal	7	29	4	50	4	57	1	25	1	100	2	67
Sex	2	8	0	0	3	43	0	0	1	100	1	33
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	5	21	1	13	0	0	0	0	0	0	0	0
Equal Pay Act	1	4	0	0	0	0	0	0	0	0	0	0
Age	2	8	1	13	0	0	1	25	0	0	0	0
Disability	8	33	7	88	2	29	0	0	0	0	2	67
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	2	8	0	0	0	0	0	0	0	0	0	0
7.1 TOTAL NUMBER FINDINGS	24		8		7		4		1		3	
7.2 FINDINGS AFTER HEARING	9		6		1		2		1		2	
Race	4	44	1	17	1	100	2	100	0	0	0	0
Color	1	11	0	0	0	0	0	0	0	0	0	0
Religion	2	22	0	0	0	0	0	0	0	0	0	0
Reprisal	4	44	3	50	1	100	0	0	1	100	1	50

Sex	2	22	0	0	1	100	0	0	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	2	22	1	17	0	0	0	0	0	0	0	0
Equal Pay Act	1	11	0	0	0	0	0	0	0	0	0	0
Age	1	11	1	17	0	0	1	50	0	0	0	0
Disability	0	0	5	83	0	0	0	0	0	0	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	11	0	0	0	0	0	0	0	0	0	0
7.3 FINDINGS WITHOUT HEARING	15		2		6		2		0		1	
Race	2	13	0	0	2	33	1	50	0	0	1	100
Color	0	0	0	0	1	17	0	0	0	0	1	100
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	20	1	50	3	50	1	50	0	0	1	100
Sex	0	0	0	0	2	33	0	0	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	3	20	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	7	0	0	0	0	0	0	0	0	0	0
Disability	8	53	2	100	2	33	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	7	0	0	0	0	0	0	0	0	0	0

8 FINDINGS OF DISCRIMINATION RENDERED BY ISSUE

Findings of Discrimination Rendered by Issue	2014		2015		2016		2017		2018		4th Quarter 2019	
	#	%	#	%	#	%	#	%	#	%	#	%
8.1 TOTAL NUMBER FINDINGS	24		8		7		4		1		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	3	13	0	0	1	14	2	50	0	0	0	0
Awards	1	4	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Permanent Status	0	0	0	0	0	0	0	0	0	0	0	0

8.2 DISCIPLINARY ACTION

Demotion	1	4	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	13	2	29	0	0	0	0	0	0
Suspension	1	4	0	0	1	14	0	0	0	0	1	33
Removal	0	0	0	0	0	0	0	0	0	0	1	33
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	14	0	0	0	0	0	0
Performance Evaluation/Appraisal	1	4	1	13	0	0	0	0	0	0	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

8.3 HARASSMENT

Non-Sexual	8	33	3	38	2	29	0	0	0	0	3	100
Sexual	0	0	0	0	0	0	0	0	1	100	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	4	0	0	0	0	0	0	0	0	1	33

Promotion/Non- Selection	5	21	0	0	2	29	3	75	0	0	0	0
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8.4 REASSIGNMENT

Denied	0	0	0	0	0	0	0	0	1	100	0	0
Directed	2	8	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	5	21	4	50	1	14	0	0	0	0	2	67
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	6	25	0	0	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	3	13	0	0	2	29	1	25	0	0	0	0
Time and Attendance	0	0	1	13	0	0	0	0	1	100	0	0
Training	1	4	0	0	0	0	0	0	0	0	0	0

8.5 OTHER - USERDEFINE

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

8.6 FINDINGS AFTER HEARING

	9		6		1		2		1		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	22	0	0	1	100	1	50	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Permanent Status	0	0	0	0	0	0	0	0	0	0	0	0

8.7 DISCIPLINARY ACTION

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	17	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	50
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
Performance Evaluation/Appraisal	1	11	1	17	0	0	0	0	0	0	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

8.8 HARASSMENT

Non-Sexual	3	33	3	50	0	0	0	0	0	0	2	100
Sexual	0	0	0	0	0	0	0	0	1	100	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	1	50
Promotion/Non-Selection	4	44	0	0	0	0	1	50	0	0	0	0

8.9 REASSIGNMENT

Denied	0	0	0	0	0	0	0	0	1	100	0	0
Directed	2	22	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	33	0	0	0	0	0	0	1	50
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	0	0	1	50	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	0	0	0	0	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

8.10 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
8.11 FINDINGS WITHOUT HEARING	15		2		6		2		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	7	0	0	0	0	1	50	0	0	0	0
Awards	1	7	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Permanent Status	0	0	0	0	0	0	0	0	0	0	0	0

8.12 DISCIPLINARY ACTION

Demotion	1	7	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	2	33	0	0	0	0	0	0
Suspension	1	7	0	0	1	17	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	100
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	17	0	0	0	0	0	0
Performance Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

8.13 HARASSMENT

Non-Sexual	5	33	0	0	2	33	0	0	0	0	1	100
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	1	7	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	1	7	0	0	2	33	2	100	0	0	0	0

8.14 REASSIGNMENT

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	5	33	2	100	1	17	0	0	0	0	1	100
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	6	40	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	3	20	0	0	2	33	1	50	0	0	0	0
Time and Attendance	0	0	1	50	0	0	0	0	0	0	0	0
Training	1	7	0	0	0	0	0	0	0	0	0	0

8.15 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

9 PENDING COMPLAINTS FILED IN PREVIOUS FISCAL YEARS BY STATUS

Pending Complaints Filed in Previous Fiscal Years by Status	2014	2015	2016	2017	2018	4th Quarter 2019
Total complaints from previous Fiscal Years	938	473	472	464	453	461
Total Complainants	482	436	446	421	410	406

9.1 NUMBER COMPLAINTS PENDING

Investigation	35	20	18	16	17	18
ROI issued, pending Complainant's action	3	1	2	0	0	1
Hearing	520	415	401	427	426	419
Final Agency Action	50	39	47	25	24	33
Appeal with EEOC Office of Federal Operations	61	104	116	192	231	274

10 COMPLAINT INVESTIGATIONS

Complaint Investigations	2014	2015	2016	2017	2018	4th Quarter 2019
Pending Complaints Where Investigations Exceed Required Time Frames	190	19	10	8	21	17

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.