

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2024

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	638	608
C.1. COUNSELED WITHIN 30 DAYS	202	193
C.2. COUNSELED WITHIN 31 TO 90 DAYS	427	415
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	130	127
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	294	287
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	3	3
C.3. COUNSELED BEYOND 90 DAYS	8	8
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	88	88
D.2. INITIATED DURING THE REPORTING PERIOD	667	633
D.3. COMPLETED/ENDED COUNSELINGS	638	608
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	55	55
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	235	230
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	326	315
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	22	22
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	117	117

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$60,000.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$60,000.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5. OTHER NON-ADR SETTLEMENTS W/ MONETARY BENEFITS	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	6	6
F.1. HIRES	0	0
F.2. PROMOTIONS	1	1
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	1	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	1	1
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	1	1
F.9.a. RESCINDED	1	1
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	1	1
F.12. NEUTRAL REFERENCE	0	0
F.13. OTHER NON-ADR SETTLEMENTS W/NON-MONETARY BENEFITS	2	2

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	17	17	\$97,980.00
G.1. COMPENSATORY DAMAGES	1	1	\$15,000.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	13	13	\$57,250.00
G.4. ATTORNEY FEES AND COSTS	2	2	\$7,000.00
G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS	3	3	\$18,730.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	41	41
H.1. HIRES	1	1
H.2. PROMOTIONS	3	3
H.3. EXPUNGEMENTS	4	4
H.4. REASSIGNMENTS	7	7
H.5. REMOVALS RESCINDED	6	6
H.6. ACCOMMODATIONS	2	2
H.7. TRAINING	8	8
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	4	4
H.9.a. RESCINDED	2	2
H.9.b. MODIFIED	2	2
H.10. PERFORMANCE EVALUATION MODIFIED	3	3
H.11. LEAVE RESTORED	6	6
H.12. NEUTRAL REFERENCE	3	3
H.13. OTHER ADR SETTLEMENTS W/NON-MONETARY BENEFITS	12	12

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	6	6

PART II - FORMAL COMPLAINT ACTIVITIES

324	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
358	B. COMPLAINTS FILED
12	C. REMANDS (sum of lines C1+C2+C3)
9	C.1. REMANDS (NOT INCLUDED IN A OR B)
3	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
1	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
691	D. TOTAL COMPLAINTS
671	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
316	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
20	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
6	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
370	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
332	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
9	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

	AGENCY		CONTRACT			
	NUMBER	PERCENT	NUMBER	PERCENT		
A.1. WORKFORCE						
A.1.a. TOTAL WORK FORCE	101,512					
A.1.b. PERMANENT EMPLOYEES	89,205					
A.2. COUNSELOR						
A.2.a. FULL-TIME	46	95.84	4	30.77		
A.2.b. PART-TIME	1	2.09	9	69.24		
A.2.c. COLLATERAL DUTY	1	2.09	0	0.00		
A.3. INVESTIGATOR						
A.3.a. FULL-TIME	0	0.00	12	25.54		
A.3.b. PART-TIME	0	0.00	35	74.47		
A.3.c. COLLATERAL DUTY	0	0.00	0	0.00		
A.4. COUNSELOR/INVESTIGATOR						
A.4.a. FULL-TIME	1	100.00	0	0.00		
A.4.b. PART-TIME	0	0.00	0	0.00		
A.4.c. COLLATERAL DUTY	0	0.00	0	0.00		
B. AGENCY & CONTRACT STAFF TRAINING						
	COUNSELORS		INVESTIGATORS		AGENCY	CONTRACT
	AGENCY	CONTRACT	AGENCY	CONTRACT		
B.1. STAFF - TOTAL	46	13	0	57	3	10
B.1.a. NEW STAFF RECEIVING AT LEAST 32 HOURS OF TRAINING	0	4	0	33	0	0
B.1.b. EXPERIENCED STAFF RECEIVING AT LEAST 8 HOURS OF TRAINING	45	9	0	24	3	10
B.1.c. TRAINING REQUIREMENT NOT MET	1	0	0	0	0	0

C. REPORTING LINE

1.	Penny B M		
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
		X	
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		
	PERSON		
	TITLE		
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?		
	PERSON	Tina Quarles	
	TITLE	Acting Director for Conflict Complaints	
4.			
	PERSON	Dr Penny Brown Reynolds	
	TITLE	Deputy Assistant Secretary for Civil Rights	

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE			
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES							
A. APPOINTMENT/HIRE	0	2	0	5	1	2	7	2	12	63	24	24	
C. AWARDS	0	2	0	4	0	0	3	3	9	39	11	10	
E. DISCIPLINARY ACTION	5	7	2	29	8	1	27	14	96	364	102	99	
E.1. DEMOTION	0	0	0	0	0	0	0	0	1	6	1	1	
E.3. SUSPENSION	1	1	2	6	2	0	6	1	17	70	22	22	
E.4. REMOVAL	1	0	0	3	3	0	5	3	12	47	14	14	
E.6 OTHER DISCIPLINARY ACTIONS	3	6	0	20	3	1	16	10	66	241	78	77	
G. PERF. EVAL./APPRAISAL	0	2	0	10	1	2	5	3	26	109	35	35	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	
I. HARASSMENT	4	9	1	50	12	5	33	22	159	633	229	224	
I.1. NON-SEXUAL	4	9	1	50	12	5	33	22	153	614	225	220	
I.2. SEXUAL									6	19	14	14	
J. MEDICAL EXAMINATION	0	0	0	0	0	1	1	0	2	8	2	2	
K. PAY INCLUDING OVERTIME	0	0	0	5	0	0	4	1	17	57	24	24	
L. PROMOTION/NON-SELECTION	3	3	1	20	8	3	14	7	40	222	78	78	
M. REASSIGNMENT	1	3	0	8	2	3	3	5	29	115	39	39	
N. REASONABLE ACCOMMODATION									46	131	46	46	
P. RELIGIOUS ACCOMODATION								5	4	9	5	5	
R. SEX-STEROTYPING										0	0	0	
S. TELEWORK	2	1	0	2	0	1	1	2	14	56	19	19	
T. TERMINATION	0	0	0	12	4	2	6	6	32	135	51	51	
V. TIME AND ATTENDANCE	2	3	1	13	4	1	15	7	47	209	69	68	
W. TRAINING	1	3	0	10	0	2	6	6	23	111	39	38	
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	3	6	1	44	6	4	24	16	111	442	156	151	
TOTAL ALL ISSUES BY BASES	21	41	6	212	46	27	149	99	654				

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINTS FILED BY BASES	9	15	3	85	26	8	59	35	220			
TOTAL ALL COMPLAINANTS BY BASES	8	13	3	79	24	8	51	30	204			

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	4	1	2	0	1	4			9	5	6	0	63	24	24
C. AWARDS	2	1	0	0	0	4			3	4	4	0	39	11	10
E. DISCIPLINARY ACTION	17	26	2	0	9	21			33	33	33	1	364	102	99
E.1. DEMOTION	0	1	0	0	0	0			1	1	1	1	6	1	1
E.3. SUSPENSION	6	4	0	0	3	5			6	5	5	0	70	22	22
E.4. REMOVAL	2	2	0	0	1	2			4	5	4	0	47	14	14
E.6. OTHER DISCIPLINARY ACTIONS	9	19	2	0	5	14			22	22	23	0	241	78	77
G. EVALUATION/APPRaisal	3	11	0	2	0	3			16	13	10	2	109	35	35
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	34	67	6	4	10	21			65	63	65	3	633	229	224
I.1. NON-SEXUAL	31	59	4	4	10	21			65	63	65	3	614	225	220
I.2. SEXUAL	3	8	2	0									19	14	14
J. MEDICAL EXAMINATION	0	0	0	0	0	0			1	2	1	0	8	2	2
K. PAY INCLUDING OVERTIME	2	5	0	0	0	2	0	0	5	9	7	0	57	24	24
L. PROMOTION/NON-SELECTION	20	14	3	1	5	8			42	14	16	0	222	78	78
M. REASSIGNMENT	5	12	1	1	4	4			12	9	13	0	115	39	39
N. REASONABLE ACCOMMODATION DISABILITY				2						39	42	2	131	46	46
P. RELIGIOUS ACCOMMODATION													9	5	5
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	7	0	1	1	1			5	8	10	0	56	19	19
T. TERMINATION	9	11	2	1	1	4			12	14	19	0	135	51	51
V. TIME AND ATTENDANCE	6	16	2	1	4	7			21	31	27	1	209	69	68
W. TRAINING	5	12	1	2	0	4			8	15	12	1	111	39	38
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	16	46	6	2	8	12			47	41	47	2	442	156	151
TOTAL ALL ISSUES BY BASES	123	229	25	17	43	95	0	0	279	290	300	11			

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINTS FILED BY BASES	53	83	12	4	21	39	0	0	115	93	100	4			
TOTAL ALL COMPLAINANTS BY BASES	50	79	12	4	19	33	0	0	108	91	97	4			

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	BASES OF ALLEGED DISCRIMINATION IN SETELEMETS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	1	0	0	0	0	0	0	0	2	0	0	0	7	3	3
C. AWARDS	0	1	0	0	0	0	0	1	1	1	1	1	4	1	1
E. DISCIPLINARY ACTION	0	3	0	6	1	1	2	1	18	43	19	19	25	8	8
E.1. DEMOTION	0	1	0	0	0	0	0	0	2	4	1	1	2	1	1
E.3. SUSPENSION	0	0	0	1	0	0	0	0	4	5	3	3	6	2	2
E.4. REMOVAL	0	0	0	0	0	1	0	0	3	8	2	2	3	2	2
E.6. OTHER DISCIPLINARY ACTIONS	0	2	0	5	1	0	2	1	9	26	13	13	14	5	5
G. PERF. EVAL./APPRAISAL	0	1	0	1	1	0	1	2	3	3	2	2	14	3	3
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	2	0	8	2	0	4	4	25	46	21	21	70	26	26
I.1. NON-SEXUAL	0	2	0	8	2	0	4	4	21	43	21	21	67	24	24
I.2. SEXUAL									4	3	2	2	6	4	4
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	1	0	0	0	2	0	0	0	10	4	4
L. PROMOTION/NON-SELECTION	0	0	0	4	2	0	2	0	5	15	8	8	15	7	7
M. REASSIGNMENT	0	1	0	0	2	0	2	2	6	5	3	3	16	4	4
N. REASONABLE ACCOMMODATION									10	10	7	7	24	12	12
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	1	0	1	0	0	0	1	2	5	2	2	4	1	1
T. TERMINATION	0	0	0	3	0	0	0	1	2	7	4	4	9	2	2
V. TIME AND ATTENDANCE	0	0	0	3	0	0	1	1	1	4	2	2	11	3	3
W. TRAINING	1	2	0	0	1	0	0	2	7	7	3	3	17	6	5
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	1	2	0	6	2	0	2	3	16	26	14	14	50	15	15
I. COUNSELING SETTLEMENT ALLEGATIONS	0	2	0	20	4	1	7	0	34						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1.1A. NUMBER OF COUNSELINGS SETTLED	0	2	0	16	2	1	6	0	17						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	2	0	16	2	1	6	0	17						
2. COMPLAINT SETTLEMENT ALLEGATIONS	3	11	0	12	8	0	7	18	66						
2.2A. NUMBER OF COMPLAINTS SETTLED	1	2	0	6	3	0	3	5	22						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	1	2	0	6	3	0	3	5	21						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	0	3	0	0	0	0			0	1	0	0	0	0	0	7	3	3
C. AWARDS	0	0	0	0	0	1			1	0	0	0	1	1	1	4	1	1
E. DISCIPLINARY ACTION	1	10	1	0	2	3			8	7	4	0	43	19	19	25	8	8
E.1. DEMOTION	0	2	0	0	0	0			1	0	0	0	4	1	1	2	1	1
E.3. SUSPENSION	0	4	0	0	0	0			2	0	0	0	5	3	3	6	2	2
E.4. REMOVAL	0	1	0	0	1	0			0	3	2	0	8	2	2	3	2	2
E.6. OTHER DISCIPLINARY ACTIONS	1	3	1	0	1	3			5	4	2	0	26	13	13	14	5	5
G. EVALUATION/APPRaisal	1	1	0	0	0	2			1	2	1	0	3	2	2	14	3	3
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	4	27	2	0	2	4			11	12	14	0	46	21	21	70	26	26
I.1. NON-SEXUAL	4	20	2	0	2	4			11	12	14	0	43	21	21	67	24	24
I.2. SEXUAL	0	7	0	0									3	2	2	6	4	4
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	3	0	0	0	0	0	1	0	2	1	0	0	0	0	10	4	4
L. PROMOTION/NON-SELECTION	0	9	0	0	1	0			6	0	1	0	15	8	8	15	7	7
M. REASSIGNMENT	3	2	0	0	0	2			3	1	5	0	5	3	3	16	4	4
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						12	12	0	10	7	7	24	12	12
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	1			0	1	2	0	5	2	2	4	1	1
T. TERMINATION	1	2	0	0	0	0			2	3	2	0	7	4	4	9	2	2
V. TIME AND ATTENDANCE	1	1	0	0	0	0			1	3	3	0	4	2	2	11	3	3
W. TRAINING	2	4	0	0	0	1			0	2	2	0	7	3	3	17	6	5
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	4	11	0	1	2	4			7	7	8	0	26	14	14	50	15	15
I. COUNSELING SETTLEMENT ALLEGATIONS	2	29	2	1	4	4	0	0	19	21	20	0						

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AGENCY OR DEPARTMENT: Department of Agriculture

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	2	20	2	1	3	3	0	0	14	7	14	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	2	20	2	1	3	3	0	0	14	7	14	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	15	44	1	0	3	14	0	1	21	32	35	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	5	18	1	0	1	3	0	1	9	13	11	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	5	18	1	0	1	3	0	1	9	13	11	0						

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	1	0	0	1	0	0	0	3	3	1	1	9	2	9	2	2
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	1	0	0	0	1	0	0	0	4	1	4	1	1
E.4. REMOVAL	0	0	0	0	0	0	0	0	1	3	1	1	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	0	1	0	0	0	0	0	0	1	0	0	0	5	1	5	1	1
G. PERF. EVAL./APPRAISAL	0	0	0	0	1	0	0	0	2	2	1	1	4	1	4	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	1	0	0	1	0	1	0	4	8	3	3	11	2	11	2	2
I.1. NON-SEXUAL	0	1	0	0	1	0	1	0	3	5	3	3	11	2	11	2	2
I.2. SEXUAL									1	3	2	2	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	1	0	0	0	0	2	2	1	1	2	1	2	1	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
N. REASONABLE ACCOMMODATION									3	7	3	3	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	3	2	2	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0	0	0	0	1	0	0	0	5	1	5	1	1
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	8								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	4								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	4								
2. AJ Decision Findings	0	3	0	1	3	0	1	0	7								
2.2a. Number AJ Decisions With Findings	0	1	0	1	1	0	1	0	3								
3. Final Agency Order Findings Implemented	0	3	0	1	3	0	1	0	7								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	1	0	1	1	0	1	0	3								
3.3b. # of Complainants issued FOs with Findings Implemented	0	1	0	1	1	0	1	0	3								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	1	0	0	0	0			2	2	1	0	3	1	1	9	2	9	2	2
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	1	0	0	0	0			1	0	0	0	0	0	0	4	1	4	1	1
E.4. REMOVAL	0	0	0	0	0	0			0	1	1	0	3	1	1	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	1	0	0	0	0	0			1	1	0	0	0	0	0	5	1	5	1	1
G. EVALUATION/APPRaisal	0	2	0	0	0	0			1	0	0	0	2	1	1	4	1	4	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	3	3	0	0	0			2	2	1	0	8	3	3	11	2	11	2	2
I.1. NON-SEXUAL	1	2	2	0	0	0			2	2	1	0	5	3	3	11	2	11	2	2
I.2. SEXUAL	0	1	1	0									3	2	2	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	1	0	0	0	0			0	0	0	0	2	1	1	2	1	2	1	1
M. REASSIGNMENT	0	0	0	0	0	0			0	1	1	0	2	1	1	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						2	2	0	7	3	3	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	1	1	0	2	1	1	0	0	0	0	0
T. TERMINATION	0	0	1	0	0	0			0	1	1	0	3	2	2	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	1	0	1	0	0	0			0	1	0	0	0	0	0	5	1	5	1	1
I. Final Agency Decision Findings	0	4	3	0	0	0	0	0	0	7	7	0								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1a. Number FADs with Findings	0	1	1	0	0	0	0	0	0	3	3	0								
1.1b. Number Complainants Issued FAD Findings	0	1	1	0	0	0	0	0	0	3	3	0								
2. AJ Decision Findings	3	3	2	0	0	0	0	0	5	3	0	0								
2.2a. Number AJ Decisions With Findings	1	1	1	0	0	0	0	0	2	1	0	0								
3. Final Agency Order Findings Implemented	3	3	2	0	0	0	0	0	5	3	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	1	1	1	0	0	0	0	0	2	1	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	1	1	1	0	0	0	0	0	2	1	0	0								

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PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE	(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)
285	A.1. TITLE VII
3	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
100	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
130	A.3. REHABILITATION ACT
4	A.4. EQUAL PAY ACT (EPA)
5	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
528	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	321	122,899	382.86
A.1. WITHDRAWALS	15	4,493	299.53
A.1.a. NON-ADR WITHDRAWALS	15	4,493	299.53
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	39	21,609	554.08
A.2.a. NON-ADR SETTLEMENTS	36	21,320	592.22
A.2.b. ADR SETTLEMENTS	3	289	96.33
A.3. FINAL AGENCY ACTIONS	267	96,797	362.54
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	188	39,494	210.07
B.1. FINDING DISCRIMINATION	6	1,876	312.67
B.2. FINDING NO DISCRIMINATION	137	35,157	256.62
B.3. DISMISSAL OF COMPLAINTS	45	2,461	54.69
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	79	57,303	725.35
C.1. AJ DECISION FULLY IMPLEMENTED	78	56,904	729.54
C.1.a. FINDING DISCRIMINATION	3	4,823	1,607.67
C.1.b. FINDING NO DISCRIMINATION	74	51,836	700.49
C.1.c. DISMISSAL OF COMPLAINTS	1	245	245.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	1	399	399.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	1	399	399.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	135	5,296	39.23
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	56	2,333	41.66
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	54	2,104	38.96
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	2	229	114.50
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	50	1,666	33.32
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	49	1,663	33.94
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	1	3	3.00
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	24	915	38.13
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	24	915	38.13
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	5	382	76.40
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	3	114	38.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	2	268	134.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	48	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	39	\$1,316,251.78
B.1. BACK PAY/FRONT PAY	8	\$27,532.07
B.2. LUMP SUM PAYMENT	26	\$1,087,649.00
B.3. COMPENSATORY DAMAGES	8	\$19,259.46
B.4. ATTORNEY FEES AND COSTS	13	\$178,311.25
D. INTENTIONALLY LEFT BLANK		
B.5. OTHER MONETARY BENEFITS	1	\$3,500.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	36	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	1	0
F.2. PROMOTIONS	5	1
F.3. EXPUNGEMENTS	6	0
F.4. REASSIGNMENTS	3	1
F.5. REMOVALS RESCINDED	6	0
F.6. ACCOMMODATIONS	0	2
F.7. TRAINING	2	2
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	9	1
F.9.a. RESCINDED	9	1
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	2	0
F.11. LEAVE RESTORED	6	4
F.12. NEUTRAL REFERENCE	5	4
F.13. OTHER NON-MONETARY BENEFITS	6	5

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	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	365	176642	483.95068		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	7	220	31.428571	172	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	37	1507	40.729725	591	
A.2. COMPLAINTS PENDING IN INVESTIGATION	137	31116	227.12408	2733	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	17	4249	249.94117	652	
A.3. COMPLAINTS PENDING IN HEARINGS	168	148997	886.88690	9370	570-2020-00247X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	23	6427	279.43478	1564	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	242	39726	164.16
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	1	219	219.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	1	219	219.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	1	219	219.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.01		\$0.01
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	241	39507	163.93
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	178	24044	135.08
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	62	14957	241.24
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	56	13377	238.88
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	6	1580	263.33
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	506	506.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$1,028,342.01		\$4,266.98

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	99904
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	109
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	64
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	3
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	7
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	35
	AMOUNT
D. EEO ADR FUNDING SPENT	\$4,095,461.00

E. EEO ADR VVVCONTACT INFORMATION	
E.4. EMAIL	anita.pitchford@usda.gov
E.3. TELEPHONE NUMBER	(202) 720-5660
E.2. TITLE	Team Lead Conflict Complaints Division
E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Anita Pitchford

F. EEO ADR PROGRAM INFORMATION	YES	NO
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X
F.1a. If yes, is there a written policy requiring the participation?	X	
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2023 through September 30, 2024 is accurate and complete.

NAME OF CERTIFYING OFFICIAL: _____
 TITLE OF CERTIFYING OFFICIAL: _____
 TELEPHONE NUMBER: _____
 E-MAIL: _____
 SIGNATURE OF CERTIFYING OFFICIAL: _____
 (Enter PIN to serve as your electronic signature)

DATE: _____

NAME OF PREPARER: _____
 TITLE OF PREPARER: _____
 TELEPHONE NUMBER: _____
 E-MAIL: _____
 DATE: _____

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2024

Form 462 Comments

Part Name	COMMENT (expression left evaluation symbol expression_right value1 value2 comment)
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Part VIII	
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	AG30 - A -- Total = Part II.1 12 11 The value in Part VIII A should be 11. Case FNCS-2021-00534 is being counted twice (in line A1 and again in A3). Part VIII A is showing 11 instead of 12 in the 462 generated by our complaint system because it removes duplicates.
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PART XI	
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	AG03 - E.1.c. NO RESOLUTION, AVERAGE DAYS between 0 ?and? 100 139 100 issues with scheduling conflicts
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