

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 2025

PART I - PRE-COMPLAINT ACTIVITIES

INTENTIONALLY LEFT BLANK	COUNSELING	INDIVIDUALS
	TOTAL COMPLETED/ENDED COUNSELING	
C. TOTAL COMPLETED/ENDED COUNSELINGS	586	571
C.1. COUNSELED WITHIN 30 DAYS	240	232
C.2. COUNSELED WITHIN 31 TO 90 DAYS	340	338
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	102	102
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	226	224
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	10	10
C.3. COUNSELED BEYOND 90 DAYS	6	6
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	126	126
D.2. INITIATED DURING THE REPORTING PERIOD	533	519
D.3. COMPLETED/ENDED COUNSELINGS	586	571
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	38	38
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	250	246
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	285	278
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	13	13
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	73	73

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$1,469.82
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$1,469.82
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	7	7
F.1. HIRES	0	0
F.2. PROMOTIONS	0	0
F.3. EXPUNGEMENTS	2	2
F.4. REASSIGNMENTS	2	2
F.5. REMOVALS RESCINDED	1	1
F.6. ACCOMMODATIONS	1	1
F.7. TRAINING	1	1
F.8. APOLOGY	1	1
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F.9.a. RESCINDED	1	1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	3	3
F.12. NEUTRAL REFERENCE	0	0
F.13. OTHER NON-ADR SETTLEMENTS W/NON-MONETARY BENEFITS	2	2

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	10	10	\$41,051.78
G.1. COMPENSATORY DAMAGES	1	1	\$2,500.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	9	9	\$35,051.78
G.4. ATTORNEY FEES AND COSTS	2	2	\$3,500.00
G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	25	25
H.1. HIRES	0	0
H.2. PROMOTIONS	0	0
H.3. EXPUNGEMENTS	2	2
H.4. REASSIGNMENTS	4	4
H.5. REMOVALS RESCINDED	3	3
H.6. ACCOMMODATIONS	6	6
H.7. TRAINING	6	6
H.8. APOLOGY	1	1
H.9. DISCIPLINARY ACTIONS	1	1
H.9.a. RESCINDED	1	1
H.9.b. MODIFIED	0	0
H.10. PERFORMANCE EVALUATION MODIFIED	2	2
H.11. LEAVE RESTORED	2	2
H.12. NEUTRAL REFERENCE	2	2
H.13. OTHER ADR SETTLEMENTS W/NON-MONETARY BENEFITS	10	10

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	8	8

PART II - FORMAL COMPLAINT ACTIVITIES

404	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
325	B. COMPLAINTS FILED
9	C. REMANDS (sum of lines C1+C2+C3)
8	C.1. REMANDS (NOT INCLUDED IN A OR B)
1	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
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
737	D. TOTAL COMPLAINTS
714	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
405	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
23	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
6	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
320	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
300	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
10	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	87,786			
A.1.b. PERMANENT EMPLOYEES	70,932			
A.2. COUNSELOR				
A.2.a. FULL-TIME	41	100.00	4	30.77
A.2.b. PART-TIME	0	0.00	9	69.24
A.2.c. COLLATERAL DUTY	0	0.00	0	0.00
A.3. INVESTIGATOR				
A.3.a. FULL-TIME	0	0.00	2	33.34
A.3.b. PART-TIME	0	0.00	4	66.67
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		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. STAFF - TOTAL						
B.1.a. NEW STAFF RECEIVING AT LEAST 32 HOURS OF TRAINING	0	1	0	0	0	0
B.1.b. EXPERIENCED STAFF RECEIVING AT LEAST 8 HOURS OF TRAINING	41	12	0	6	1	0
B.1.c. TRAINING REQUIREMENT NOT MET	0	0	0	0	0	0

C. REPORTING LINE

1. EEO DIRECTOR'S NAME: Ted H Gutman

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 Tine Quarles
 TITLE Director

4. WHO DOES THAT PERSON REPORT TO?
 PERSON Theodore H. Gutman
 TITLE Agency Head

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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						
A. APPOINTMENT/HIRE	0	0	0	2	2	0	3	1	7	35	11	10
C. AWARDS	0	0	0	3	1	2	1	0	6	23	7	7
E. DISCIPLINARY ACTION	1	5	0	25	7	2	8	11	74	260	77	73
E.1. DEMOTION	0	0	0	2	0	0	0	0	4	13	5	5
E.3. SUSPENSION	0	1	0	3	2	0	1	2	13	47	16	16
E.4. REMOVAL	1	0	0	9	0	1	2	3	17	52	21	19
E.6 OTHER DISCIPLINARY ACTIONS	0	4	0	11	5	1	5	6	40	148	46	46
G. PERF. EVAL./APPRAISAL	0	1	0	3	0	0	3	0	13	50	18	18
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	1	2	1	1
I. HARASSMENT	0	5	1	40	9	6	22	7	122	455	171	167
I.1. NON-SEXUAL	0	5	1	40	9	6	22	7	120	448	167	163
I.2. SEXUAL									2	7	6	6
J. MEDICAL EXAMINATION	0	0	0	0	0	0	1	0	4	12	4	4
K. PAY INCLUDING OVERTIME	0	0	0	4	0	1	1	1	9	32	11	11
L. PROMOTION/NON-SELECTION	0	0	0	11	4	2	5	0	25	109	49	49
M. REASSIGNMENT	0	0	0	6	4	3	5	1	16	77	24	24
N. REASONABLE ACCOMMODATION									45	138	69	69
P. RELIGIOUS ACCOMODATION								1	0	1	1	1
R. SEX-STEROTYPING										1	1	1
S. TELEWORK	0	0	0	4	0	0	1	0	9	38	13	13
T. TERMINATION	0	1	0	8	1	2	8	3	23	112	50	49
V. TIME AND ATTENDANCE	0	0	0	7	4	1	5	1	25	93	33	33
W. TRAINING	0	0	0	3	2	0	2	2	12	48	17	17
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	3	0	30	4	5	17	8	78	313	111	111
TOTAL ALL ISSUES BY BASES	1	15	1	146	38	24	82	36	465			

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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	1	10	1	75	14	13	42	15	207			
TOTAL ALL COMPLAINANTS BY BASES	1	10	1	69	14	13	40	14	187			

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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	SEXUAL ORIENTATION/ TRANSGENDER STATUS		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	1	1	0	0	0	1			3	6	7	1	35	11	10
C. AWARDS	1	1	0	0	1	2			1	2	2	0	23	7	7
E. DISCIPLINARY ACTION	7	15	0	0	2	22			24	30	27	0	260	77	73
E.1. DEMOTION	0	1	0	0	0	0			1	2	3	0	13	5	5
E.3. SUSPENSION	1	2	0	0	0	4			4	6	8	0	47	16	16
E.4. REMOVAL	1	2	0	0	0	4			2	6	4	0	52	21	19
E.6. OTHER DISCIPLINARY ACTIONS	5	10	0	0	2	14			17	16	12	0	148	46	46
G. EVALUATION/APPRaisal	3	5	0	0	1	1			8	6	6	0	50	18	18
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	2	1	1
I. HARASSMENT	18	40	0	1	9	18			54	49	52	0	455	171	167
I.1. NON-SEXUAL	18	35	0	1	9	18			54	49	52	0	448	167	163
I.2. SEXUAL	0	5	0	0									7	6	6
J. MEDICAL EXAMINATION	0	0	0	0	0	1			1	2	3	0	12	4	4
K. PAY INCLUDING OVERTIME	1	3	0	0	2	1	0	0	3	4	2	0	32	11	11
L. PROMOTION/NON-SELECTION	10	10	0	2	2	4			19	5	10	0	109	49	49
M. REASSIGNMENT	2	9	0	0	2	3			10	8	8	0	77	24	24
N. REASONABLE ACCOMMODATION DISABI			0	0						45	48	0	138	69	69
P. RELIGIOUS ACCOMMODATION			0										1	1	1
R. SEX-STEROTYPING	1	0	0										1	1	1
S. TELEWORK	0	4	0	0	1	0			6	7	6	0	38	13	13
T. TERMINATION	2	7	0	0	4	5			9	16	22	1	112	50	49
V. TIME AND ATTENDANCE	3	10	0	0	2	4			13	7	10	0	93	33	33
W. TRAINING	1	7	0	0	0	3			7	6	2	0	48	17	17
X. OTHER TERMS/CONDITIONS OF EMPLOYA	9	27	0	0	6	12			44	36	32	1	313	111	111
TOTAL ALL ISSUES BY BASES	59	139	0	3	32	77	0	0	202	225	232	3			

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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	SEXUAL ORIENTATION/ TRANSGENDER STATUS		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINTS FILED BY BASES	32	65	0	2	16	40	0	0	105	98	112	3			
TOTAL ALL COMPLAINANTS BY BASES	30	62	0	2	15	37	0	0	98	89	105	3			

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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 COMPLAINANTS 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	0	0	0	0	0	0	0	0	1	0	0	0	4	2	2
C. AWARDS	0	0	0	1	0	0	0	0	1	0	0	0	4	1	1
E. DISCIPLINARY ACTION	0	3	0	5	3	0	5	3	23	18	9	9	70	20	19
E.1. DEMOTION	0	0	0	0	0	0	0	0	1	0	0	0	4	1	1
E.3. SUSPENSION	0	1	0	0	0	0	1	1	2	4	1	1	9	1	1
E.4. REMOVAL	0	0	0	0	1	0	0	0	2	1	1	1	6	2	2
E.6. OTHER DISCIPLINARY ACTIONS	0	2	0	5	2	0	4	2	18	13	7	7	51	17	17
G. PERF. EVAL./APPRAISAL	0	1	0	0	1	0	0	0	7	1	1	1	19	8	8
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	2	5	0	13	1	1	10	4	39	37	17	17	131	52	52
I.1. NON-SEXUAL	2	5	0	13	1	1	10	4	39	37	17	17	128	49	49
I.2. SEXUAL									0	0	0	0	3	3	3
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	1	0	2	4	1	1	3	1	1
L. PROMOTION/NON-SELECTION	1	1	0	2	1	0	2	1	11	5	3	3	39	15	15
M. REASSIGNMENT	0	1	0	5	1	0	4	1	4	3	1	1	29	6	6
N. REASONABLE ACCOMMODATION									11	11	5	5	24	13	13
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	2	0	0	1	0	6	5	3	3	17	6	6
T. TERMINATION	0	1	0	0	0	1	1	1	2	8	5	5	11	6	6
V. TIME AND ATTENDANCE	1	1	0	1	1	1	2	2	8	3	2	2	37	12	12
W. TRAINING	0	0	0	1	0	0	1	0	5	3	1	1	17	8	8
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	2	0	9	0	2	6	3	21	17	8	8	76	28	28
I. COUNSELING SETTLEMENT ALLEGATIONS	1	2	0	11	2	0	1	4	27						

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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	1	2	0	6	2	0	1	3	15						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	1	2	0	6	2	0	1	3	15						
2. COMPLAINT SETTLEMENT ALLEGATIONS	3	13	0	28	6	5	32	11	115						
2.2A. NUMBER OF COMPLAINTS SETTLED	2	5	0	11	3	4	16	4	46						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	2	5	0	11	2	4	16	4	44						

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

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 SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANT SETTLED WITH BY ISSUE
	MALE	FEMALE	SEXUAL ORIENTATION/ TRANSGENDER STATUS		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
	A. APPOINTMENT/HIRE	1	0		0	0	0	0										
C. AWARDS	0	0	0	0	0	0			0	1	1	0	0	0	0	4	1	1
E. DISCIPLINARY ACTION	5	5	0	0	0	5			11	9	9	0	18	9	9	70	20	19
E.1. DEMOTION	0	1	0	0	0	0			0	1	1	0	0	0	0	4	1	1
E.3. SUSPENSION	1	0	0	0	0	1			2	1	2	0	4	1	1	9	1	1
E.4. REMOVAL	0	0	0	0	0	0			1	1	2	0	1	1	1	6	2	2
E.6. OTHER DISCIPLINARY ACTIONS	4	4	0	0	0	4			8	6	4	0	13	7	7	51	17	17
G. EVALUATION/APPRaisal	0	3	0	0	0	2			2	2	2	0	1	1	1	19	8	8
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	3	22	0	1	1	7			22	16	19	0	37	17	17	131	52	52
I.1. NON-SEXUAL	3	20	0	1	1	7			22	16	19	0	37	17	17	128	49	49
I.2. SEXUAL	0	2	0	0	0	0			0	0	0	0	0	0	0	3	3	3
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	1	0	0	2	1	1	0	0	0
K. PAY INCLUDING OVERTIME	1	1	0	0	0	0	0	0	1	0	1	0	4	1	1	3	1	1
L. PROMOTION/NON-SELECTION	4	0	0	1	0	2			7	5	5	0	5	3	3	39	15	15
M. REASSIGNMENT	0	4	0	0	0	1			5	2	6	0	3	1	1	29	6	6
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	0						13	11	0	11	5	5	24	13	13
P. RELIGIOUS ACCOMMODATION			0										0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	2	0	0	0	0			2	4	5	0	5	3	3	17	6	6
T. TERMINATION	0	2	0	0	0	2			3	3	3	0	8	5	5	11	6	6
V. TIME AND ATTENDANCE	0	3	0	0	1	3			4	5	6	0	3	2	2	37	12	12
W. TRAINING	2	5	0	0	0	1			2	2	1	0	3	1	1	17	8	8
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	2	10	0	0	0	6			10	9	12	0	17	8	8	76	28	28
1. COUNSELING SETTLEMENT ALLEGATIONS	4	10	0	0	1	1	0	0	11	23	19	0						

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AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2025

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	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 SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANT SETTLED WITH BY ISSUE
	MALE	FEMALE	SEXUAL ORIENTATION/ TRANSGENDER STATUS		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	3	8	0	0	1	1	0	0	9	13	12	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	3	8	0	0	1	1	0	0	9	13	12	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	14	47	0	2	1	28	0	0	59	49	63	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	7	21	0	1	1	11	0	0	25	17	23	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	7	19	0	1	1	11	0	0	24	16	22	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	0	0	0	0	0	0	0	2	5	2	2	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	0	0	0	0	0	0	0	0	2	5	2	2	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	2	0	0	1	0	3	10	4	4	2	1	2	1	1
I.1. NON-SEXUAL	0	0	0	2	0	0	1	0	3	9	4	4	2	1	2	1	1
I.2. SEXUAL									0	1	1	1	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	0	0	0	0	0	2	3	1	1	1	1	1	1	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									1	2	1	1	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	1	3	1	1	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	1	3	1	1	0	0	0	0	0
W. TRAINING	0	0	0	1	0	0	1	0	2	7	3	3	0	0	0	0	0
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	1	3	2	2	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	2	0	0	2	0	12								

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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	1	0	0	1	0	4								
1.1b. Number Complainants Issued FAD Findings	0	0	0	1	0	0	1	0	4								
2. AJ Decision Findings	0	0	0	1	0	0	0	0	2								
2.2a. Number AJ Decisions With Findings	0	0	0	1	0	0	0	0	2								
3. Final Agency Order Findings Implemented	0	0	0	1	0	0	0	0	2								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	1	0	0	0	0	2								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	1	0	0	0	0	2								

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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		BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS				NUMBER OF FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	SEXUAL ORIENTATION/ TRANSGENDER STATUS		HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	DISABILITY	GINA								
									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	0	1	0	0	0	0		0	1	1	0	5	2	2	0	0	0	0	0
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	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	0	1	0	0	0	0		0	1	1	0	5	2	2	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	2	0	0	0	0		1	2	1	0	10	4	4	2	1	2	1	1
I.1. NON-SEXUAL	0	1	0	0	0	0		1	2	1	0	9	4	4	2	1	2	1	1
I.2. SEXUAL	0	1	0	0	0	0						1	1	1	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
L. PROMOTION/NON-SELECTION	0	1	0	0	0	0		1	0	0	0	3	1	1	1	1	1	1	1
M. REASSIGNMENT	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY			0	0					1	0	0	2	1	1	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION			0									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	3	1	1	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0		0	1	1	0	3	1	1	0	0	0	0	0
W. TRAINING	0	1	0	0	0	0		1	1	0	0	7	3	3	0	0	0	0	0
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0	0		0	1	0	0	3	2	2	0	0	0	0	0
I. Final Agency Decision Findings	0	7	0	0	0	0	0	0	3	8	4	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			NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTE ISSUED FAD FINDINGS 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	SEXUAL ORIENTATION/ TRANSGENDER STATUS		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	GINA							
1.1a. Number FADs with Findings	0	2	0	0	0	0	0	0	2	2	1	0							
1.1b. Number Complainants Issued FAD Findings	0	2	0	0	0	0	0	0	2	2	1	0							
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0							
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0							
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0							
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0							
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	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.)
359	A.1. TITLE VII
4	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
134	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
158	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
3	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
658	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	411	143,012	347.96
A.1. WITHDRAWALS	30	5,291	176.37
A.1.a. NON-ADR WITHDRAWALS	30	5,291	176.37
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	75	30,943	412.57
A.2.a. NON-ADR SETTLEMENTS	73	30,702	420.58
A.2.b. ADR SETTLEMENTS	2	241	120.50
A.3. FINAL AGENCY ACTIONS	301	108,207	359.49
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	220	46,025	209.20
B.1. FINDING DISCRIMINATION	6	1,467	244.50
B.2. FINDING NO DISCRIMINATION	167	41,905	250.93
B.3. DISMISSAL OF COMPLAINTS	47	2,653	56.45
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	81	62,182	767.68
C.1. AJ DECISION FULLY IMPLEMENTED	81	62,182	767.68
C.1.a. FINDING DISCRIMINATION	2	1,308	654.00
C.1.b. FINDING NO DISCRIMINATION	78	60,451	775.01
C.1.c. DISMISSAL OF COMPLAINTS	1	423	423.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
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	0	0	0.00
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	173	8,637	49.92
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	62	3,133	50.53
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	59	2,773	47.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	3	360	120.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	49	2,644	53.96
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	43	2,022	47.02
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	6	622	103.67
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	24	1,146	47.75
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	23	1,046	45.48
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	1	100	100.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	38	1,714	45.11
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	30	989	32.97
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	8	725	90.63

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	83	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	27	\$663,726.52
B.1. BACK PAY/FRONT PAY	1	\$0.00
B.2. LUMP SUM PAYMENT	20	\$601,225.52
B.3. COMPENSATORY DAMAGES	7	\$15,001.00
B.4. ATTORNEY FEES AND COSTS	6	\$47,500.00
D. INTENTIONALLY LEFT BLANK		
B.5. OTHER MONETARY BENEFITS	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	71	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	1
F.2. PROMOTIONS	0	0
F.3. EXPUNGEMENTS	1	2
F.4. REASSIGNMENTS	2	5
F.5. REMOVALS RESCINDED	2	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	2	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	2	2
F.9.a. RESCINDED	2	2
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	0
F.11. LEAVE RESTORED	8	2
F.12. NEUTRAL REFERENCE	0	0
F.13. OTHER NON-MONETARY BENEFITS	3	48

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	320	183992			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	13	14184	1091.0765	4809	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	18	1235	68.611111	260	
A.2. COMPLAINTS PENDING IN INVESTIGATION	68	7609	111.89705	501	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	12	3203	266.91666	501	
A.3. COMPLAINTS PENDING IN HEARINGS	186	148372	797.69892	9735	570-2024-00823X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	33	9393	284.63636	890	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	305	50831	166.66
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	305	50831	166.66
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	246	34580	140.57
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	55	14003	254.60
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	45	11412	253.60
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	10	2591	259.10
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	4	2248	562.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$1,260,739.35		\$4,133.57

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 2025

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	88348
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	67
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	28
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	11
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	28
	AMOUNT
D. EEO ADR FUNDING SPENT	\$732,400.00

E. EEO ADR VVVCONTACT INFORMATION

E.4. EMAIL: anita.pichford@usda.gov

E.3. TELEPHONE NUMBER: (202) 924-7716

E.2. TITLE: ADR

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER: Anita Pichford

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, 2024 through September 30, 2025 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
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Form 462 Comments

Part Name	COMMENT (expression left evaluation symbol expression_right value1 value2 comment)
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