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

USDA (and below)

For 1st Quarter 2020 for period ending December 31, 2019

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2020Thru12-31						
	2015	2016	2017	2018	2019	20201 III u 12-31						
Number of Complaints Filed	513	530	561	522	436	436						
Number of Complainants	498	507	531	497	414	414						
Repeat Filers	15	19	24	21	18	18						

Complaints by Pasis			Com	parativ	ve Data	ı
Complaints by Basis	Pro	evious	Fiscal \	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Race	206	222	243	216	195	195
Color	71	63	75	85	93	93
Religion	24	35	35	28	35	35
Reprisal	297	270	312	315	256	256
Sex	217	206	216	229	171	171
PDA	2	0	2	2	2	2

National Origin	70	47	67	68	58	58
Equal Pay Act	2	1	8	13	7	7
Age	184	182	208	155	157	157
Disability	167	157	185	195	170	170
Genetics	2	1	1	0	3	3
Non-EEO	59	39	55	40	37	37
			Com	parativ	ve Data	<u> </u>
Complaints by Issue	Pr	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Appointment/Hire	35	27	40	24	17	17
Assignment of Duties	119	92	87	83	72	72
Awards	19	9	18	14	8	8
Conversion to Full Time/Perm Status	0	0	3	1	0	0
Disciplinary Action						
Demotion	3	4	4	3	1	1
Reprimand	55	28	45	43	39	39
Suspension	52	26	36	37	33	33
Removal	9	6	17	21	32	32
Other	11	7	4	3	3	3
Duty Hours	23	20	18	8	15	15
Perf. Eval./ Appraisal	90	91	94	98	89	89
Examination/Test	1	1	2	1	1	1
Harassment						
Non-Sexual	305	282	343	351	239	239

Sexual	16	18	13	24	6	6
Medical Examination	8	1	4	0	3	3
Pay including overtime	41	21	30	11	13	13
Promotion/Non-Selection	160	149	124	71	100	100
Reassignment						
Denied	25	14	17	21	17	17
Directed	39	18	20	26	39	39
Reasonable Accommodation Disability	84	69	84	94	74	74
Reinstatement	1	2	0	0	3	3
Religious Accommodation	0	3	4	1	1	1
Retirement	1	4	5	4	11	11
Sex-Stereotyping	0	1	1	1	0	0
Telework	14	29	25	31	20	20
Termination	41	27	36	35	25	25
Terms/Conditions of Employment	167	102	146	135	136	136
Time and Attendance	79	59	67	77	68	68
Training	49	51	40	45	30	30
Other						
User Defined - Other 1	14	5	2	0	1	1
User Defined - Other 2	6	0	1	0	0	0
User Defined - Other 3	1	0	0	0	0	0
User Defined - Other 4	1	0	0	0	0	0

			(Comp	par	ative I	Data	
Processing Time		Previo	us Fis	cal Y	eai	r Data		2020Thru12-
	2015	2016	2	017	2	2018	2019	31
Complaints pending during	g fiscal y	ear						
Average number of days in investigation	198.98	208.9	3 15	9.35	17	73.22	199.95	199.95
Average number of days in final action	107.89	97.94		5.64	36.78		41.00	41.00
Complaint pending during	fiscal ye	ar whe	e hea	ring v	vas	reques	sted	
Average number of days in investigation	203.04	212.8	8 16	3.69	17	72.58	208.32	208.32
Average number of days in final action	97.00	69.94	10	8.76	2	0.90	29.65	29.65
Complaint pending during	fiscal ye	ar whe	re hea	ring v	vas	not re	quested	
Average number of days in investigation	192.70	202.0	1 15	2.87	17	73.78	189.03	189.03
Average number of days in final action	115.19	124.0	3 20	5.66	5	0.90	55.94	55.94
				C	om	parat	ive Data	l
Complaints Dismissed Agency	l by	Pro	evious	Fisc	al Y	Year D	ata	2020Thru12-
, and the second		2015	2016	20	17	2018	2019	31
Total Complaints Dismisse Agency	ed by	57	57	82	2	84	51	51
Average days pending prid dismissal	or to	88	97	6	6	20	66	66
Com	plaints V	Withdr	awn l	y Co	mp	olaina	nts	
Total Complaints Withdra Complainants	wn by	32	28			28	32	32

							C	om	par	ative	Dat	ta		
Total Final Agency			P	revi	iou	s F	isc	al Y	Yea	r Dat	a		2020	Thru12-
Actions Finding Discrimination		20	15	20)16		20	17	2	2018	20	019		31
		#	%	#	%	, #	#	%	#	%	#	%	#	%
Total Number Findings		11		7		4	5		1		3		3	
Without Hearing		5	45	6	86	5 3	3	60	0	0	1	33	1	33
With Hearing		6	55	1	14	1 2	2	40	1	100	2	67	2	67
Findings of						(Co	mp	ara	tive D	ata	l		
Discrimination Rendered by Basis							Fiscal Year Data						2020	Thru12-
Note: Complaints can	2	2015 2016				2	01	7	2	018	20	019		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	0/	ó	#	9,	%	#	%	#	%	#	%
Total Number Findings	8		7			4			1		3		3	
Race	1	13	3	4.	3	3	7	75	0	0	1	33	1	33
Color	0	0	1	14	4	0	(0	0	0	1	33	1	33
Religion	0	0	0	0)	0	(0	0	0	0	0	0	0
Reprisal	4	50	4	5'	7	1	2	25	1	100	2	67	2	67
Sex	0	0	3	4.	3	0	(0	1	100	1	33	1	33
PDA	0	0	0	0)	0	(0	0	0	0	0	0	0
National Origin	1	13	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	13	0	0)	1	2	25	0	0	0	0	0	0
Disability	7	88	2	29	9	0	(0	0	0	2	67	2	67
Genetics	0	0	0	0)	0	(0	0	0	0	0	0	0
Non-EEO	0	0	0	0		0	(0	0	0	0	0	0	0

Findings After Hearing	6		1		2		1		2		2	
Race	1	17	1	100	2	100	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	50	1	100	0	0	1	100	1	50	1	50
Sex	0	0	1	100	0	0	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	17	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	17	0	0	1	50	0	0	0	0	0	0
Disability	5	83	0	0	0	0	0	0	1	50	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without	2								1		1	
Hearing	2		6		2		0		1		1	
Race	0	0	2	33	1	50	0	0	1	100	1	100
Color	0	0	1	17	0	0	0	0	1	100	1	100
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	3	50	1	50	0	0	1	100	1	100
Sex	0	0	2	33	0	0	0	0	1	100	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0

Disability	2	100	2	33	0	0	0	0	1	100	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(Comp	ara	tive I	ata	ı		
Findings of Discrimination			Pre	vious	Fis	cal Y	ear	Data			2020	Thru12-
Rendered by Issue	2	015	2	016	2	017	2	018	2	019		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		7		4		1		3		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	14	2	50	0	0	0	0	0	0
Awards	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Reprimand	1	13	2	29	0	0	0	0	0	0	0	0
Suspension	0	0	1	14	0	0	0	0	1	33	1	33
Removal	0	0	0	0	0	0	0	0	1	33	1	33
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	14	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	13	0	0	0	0	0	0	1	33	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	38	2	29	0	0	0	0	3	100	3	100
Sexual	0	0	0	0	0	0	1	100	0	0	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	1	33	1	33
Promotion/Non- Selection	0	0	2	29	3	75	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	4	50	1	14	0	0	0	0	2	67	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	0	0	0	0	1	25	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	29	1	25	0	0	0	0	0	0
Time and Attendance	1	13	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
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

Findings After Hearing	6		1		2		1		2		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	1	50	0	0	0	0	0	0
Awards	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Reprimand	1	17	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	50	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
Perf. Eval./ Appraisal	1	17	0	0	0	0	0	0	1	50	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment										-	-	
Non-Sexual	3	50	0	0	0	0	0	0	2	100	2	100
Sexual	0	0	0	0	0	0	1	100	0	0	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	1	50	1	50
Promotion/Non- Selection	0	0	0	0	1	50	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0

Reasonable Accommodation Disability	2	33	0	0	0	0	0	0	1	50	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	1	50	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	0	0	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
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
		1			•		<u>'</u>	'		1		
Findings Without Hearing	2		6		2		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	50	0	0	0	0	0	0
Awards	0	0	0	0	0	0	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												1
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	2	33	0	0	0	0	0	0	0	0
Suspension	0	0	1	17	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	100	1	100
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	17	0	0	0	0	0	0	0	0
Perf. Eval./ 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
Harassment												
Non-Sexual	0	0	2	33	0	0	0	0	1	100	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	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	2	33	2	100	0	0	0	0	0	0
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	2	100	1	17	0	0	0	0	1	100	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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	33	1	50	0	0	0	0	0	0
Time and Attendance	1	50	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												
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
						(Com	parat	tive	Data	,	
Pending Complaints Filed in Previous Fiscal Years by Status Total complaints from previous Fiscal Years				Previous Fiscal Year Data						2020	2020Thru12-	
			2	[31	
			-	015	201	6 20)17	2018	3 2	2019		31
	revio	ous		015 473	472)1 7 64	2018 453		2019 461		31 461
	revic	ous	2			2 4						
Fiscal Years Total Complainants			2	173	472	2 4	64	453		461		461
Fiscal Years			2	173	472	2 4	64	453		461		461
Fiscal Years Total Complainants Number complaints pe	ndin		2	473 436	440	2 4	64	453		461		461 406
Fiscal Years Total Complainants Number complaints pe Investigation ROI issued, pending	ndin		2	473 436 20	440	2 4 4 5 4	21	453 410		461 406 18		461 406 18
Fiscal Years Total Complainants Number complaints pe Investigation ROI issued, pending Complainant's action	ndin			473 436 20 1	18	2 4 4 5 4 1 1 4	64 21 16	453 410 17 0		461 406 18		461 406 18 1

	Comparative Data								
Complaint Investigations	Pro	evious]	2020Thru12-						
	2015	2016	2017	2018	2019	31			
Pending Complaints Where Investigations Exceed Required Time Frames	19	10	8	21	17	17			