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

## **USDA** (and below)

For 1st Quarter 2021 for period ending December 31, 2020

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2021Thru12-31						
	2016	2017	2018	2019	2020	2021111111112-31						
Number of Complaints Filed	530	561	522	436	394	79						
Number of Complainants	507	531	497	414	381	78						
Repeat Filers	19	24	21	18	11	1						

Complaints by Dasis			Com	parativ	ve Data	1
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.	2016	2017	2018	2019	2020	2021Thru12- 31
Race	222	243	216	195	170	31
Color	63	75	85	93	59	12
Religion	35	35	28	35	18	3
Reprisal	270	312	315	256	224	39
Sex	206	216	229	171	168	25
PDA	0	2	2	2	3	1

National Origin	47	67	68	58	46	14
Equal Pay Act	1	8	13	7	6	3
Age	182	208	155	157	144	28
Disability	157	185	195	170	140	22
Genetics	1	1	0	3	3	0
Non-EEO	39	55	40	37	38	7
			Com	parativ	ve Data	I
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru12- 31
Appointment/Hire	27	40	24	17	31	7
Assignment of Duties	92	87	83	72	58	8
Awards	9	18	14	8	7	3
Conversion to Full Time/Perm Status	0	3	1	0	0	0
Disciplinary Action						
Demotion	4	4	3	1	4	0
Reprimand	28	45	43	39	0	3
Suspension	26	36	37	33	0	6
Removal	6	17	21	32	29	3
Other	7	4	3	3	6	2
Duty Hours	20	18	8	15	0	0
Perf. Eval./ Appraisal	91	94	98	89	0	12
Examination/Test	1	2	1	1	0	0
Harassment						
Non-Sexual	282	343	351	239	0	37

Sexual	18	13	24	6	0	1
Medical Examination	1	4	0	3	0	0
Pay including overtime	21	30	11	13	0	0
Promotion/Non-Selection	149	124	71	100	0	17
Reassignment						
Denied	14	17	21	17	0	4
Directed	18	20	26	39	0	2
Reasonable Accommodation Disability	69	84	94	74	0	7
Reinstatement	2	0	0	3	0	0
Religious Accommodation	3	4	1	1	0	1
Retirement	4	5	4	11	0	1
Sex-Stereotyping	1	1	1	0	0	0
Telework	29	25	31	20	0	1
Termination	27	36	35	25	0	5
Terms/Conditions of Employment	102	146	135	136	0	15
Time and Attendance	59	67	77	68	0	4
Training	51	40	45	30	0	6
Other						
User Defined - Other 1	5	2	0	1	0	1
User Defined - Other 2	0	1	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

				C	omp	ar	ative I	Data	
<b>Processing Time</b>		Previo	us l	Fisc	al Y	eai	r Data		2021Thru12-
	2016	2017	'	201	18	2	019	2020	31
Complaints pending during	ig fiscal y	ear							
Average number of days in investigation	208.93	159.3	5	173	.22	19	99.95	208.25	154.59
Average number of days in final action	97.94	165.6	4	36.	78	4	1.00	32.69	35.73
Complaint pending during	g fiscal yo	ear whe	ere l	hear	ing v	was	s reque	ested	
Average number of days in investigation	212.88	163.6	9	172	.58	20	08.32	218.27	153.81
Average number of days in final action	69.94	108.7	6	20.	90	2	9.65	26.09	23.44
Complaint pending during	g fiscal yo	ear whe	ere l	hear	ing v	was	s not re	equested	
Average number of days in investigation	202.01	152.8	7	173	.78	18	39.03	191.37	156.36
Average number of days in final action	124.03	205.6	205.66			5	5.94	41.27	48.64
					C	om	parati	ive Data	l
Complaints Dismisse Agency	d by	Pre	evio	ous l	Fisca	al Y	Year D	ata	2021Thru12-
		2016	20	17	201	8	2019	2020	31
Total Complaints Dismiss Agency	sed by	57	8	32	84	ļ.	51	46	2
Average days pending pridismissal	or to	97 66 20 66 40					29		
Con	plaints	Withdi	raw	n b	y Co	m	plaina	nts	
Total Complaints Withdra Complainants	awn by	28				32	46	10	

							Com	par	ative	Dat	a		
Total Final Agency				Pr	eviou	ıs F	iscal `	Yea	r Dat	ta		20217	Thru12-
Actions Finding Discrimination		20	16	2	2017	2	2018	2	019	202	20	•	31
		#	%	#	4 %	#	%	#	%	#	%	#	%
Total Number Findings		7		5		1		3		10		0	
Without Hearing		6	86	3	60	0	0	1	33	3	30	0	0
With Hearing		1	14	2	40	1	100	2	67	7	70	0	0
Findings of						(	Comp	ara	tive I	Data			
Discrimination Rendered by Basis		2016			vious	Fis	cal Y	ear	Data	l		20217	Γhru12-
Note: Complaints can	2	016	5	2(	)17	2	018	2	019	20	20		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	0	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7			4		1		3		10		0	
Race	3	43	3	3	75	0	0	1	33	2	20	0	0
Color	1	14	4	0	0	0	0	1	33	1	10	0	0
Religion	0	0		0	0	0	0	0	0	0	0	0	0
Reprisal	4	5	7	1	25	1	100	2	67	6	60	0	0
Sex	3	43	3	0	0	1	100	1	33	5	50	0	0
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		1	25	0	0	0	0	0	0	0	0
Disability	2	29	9	0	0	0	0	2	67	2	20	0	0
Genetics	0	0		0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	1	10	0	0
Findings After Hearing	1		2		1		2		0		0	
Race	1	100	2	100	0	0	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	1	100	0	0	1	100	1	50	0	0	0	0
Sex	1	100	0	0	1	100	0	0	0	0	0	0
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	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	0	0
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 Hearing	6		2		0		1		3		0	
Race	2	33	1	50	0	0	1	100	0	0	0	0
Color	1	17	0	0	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	50	1	50	0	0	1	100	0	0	0	0
Sex	2	33	0	0	0	0	1	100	0	0	0	0
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	33	0	0	0	0	1	100	0	0	0	0
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			
Findings of Discrimination			Pre	evious	s Fis	scal Y	ear	Data			20217	Thru12
Rendered by Issue	2	016	2	017	2	018	2	019	20	20		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		4		1		3		10		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	14	2	50	0	0	0	0	3	30	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	2	29	0	0	0	0	0	0	1	10	0	0
Suspension	1	14	0	0	0	0	1	33	0	0	0	0
Removal	0	0	0	0	0	0	1	33	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	1	14	0	0	0	0	0	0	1	10	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	33	2	20	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	29	0	0	0	0	3	100	5	50	0	0
Sexual	0	0	0	0	1	100	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	1	33	1	10	0	0
Promotion/Non- Selection	2	29	3	75	0	0	0	0	1	10	0	0
Reassignment				-								
Denied	0	0	0	0	1	100	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	14	0	0	0	0	2	67	0	0	0	0
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	1	25	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	2	29	1	25	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	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

Findings After Hearing	1		2		1		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	1	50	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	50	0	0	0	0
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	0	0	0	0	0	0	1	50	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		-						-			-	-
Non-Sexual	0	0	0	0	0	0	2	100	0	0	0	0
Sexual	0	0	0	0	1	100	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	1	50	0	0	0	0
Promotion/Non- Selection	0	0	1	50	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	100	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0

Reasonable Accommodation Disability	0	0	0	0	0	0	1	50	0	0	0	0
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	1	50	0	0	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	1	100	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
				ı	1	ı	1	1	ı	<u> </u>	1	1
Findings Without Hearing	6		2		0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	50	0	0	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			-				-		ı			
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	2	33	0	0	0	0	0	0	0	0	0	0
Suspension	1	17	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	1	100	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	1	17	0	0	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	2	33	0	0	0	0	1	100	0	0	0	0
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	2	33	2	100	0	0	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	1	17	0	0	0	0	1	100	0	0	0	0
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	2	33	1	50	0	0	0	0	0	0	0	0
Time and Attendance	0	0	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
		Comparative Data										
Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data 2021Thru1									
Trevious Fiscar Tears by Status				016	201	7 2	2018	2019	20	020	31	
Total complaints from previous Fiscal Years			2	472	464		453	461	3	75	542	
Total Complainants			4	146	42	421 410		406	328		474	
Number complaints pe	ndi	ng										
Investigation				18	16		17	18	18		53	
ROI issued, pending Complainant's action				2	0		0	1		0	12	
Hearing			4	401	42′	7	426	419	3	30		129
Final Agency Action				47	25		24	33	(	30		54
Appeal with EEOC Office of Federal Operations				116	192	2	231	274	3	51	3	311

	Comparative Data								
Complaint Investigations	Pro	evious ]	2021Thru12-						
	2016	2017	2018	2019	2020	31			
Pending Complaints Where Investigations Exceed Required Time Frames	10	8	21	17	17	15			